Salaries 1·9·9·4

Analysis of the
American Chemical Society's
1994 Survey of Salaries and Employment

American Chemical Society
Washington, D.C.

SALARIES 1994

Analysis of the American Chemical Society's 1994 Survey of Salaries and Employment

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ACKNOWLEDGMENTS

This report presents detailed results of the 1994 ACS Salary and Employment Status Survey. A summary of the survey findings was published in the July 11, 1994 issue of *Chemical & Engineering News*.

The ACS Joint Board-Council Committee on Economic Status, headed by Anne T. O'Brien, and its Subcommittee on Surveys, chaired by Arthur J. Stipanovic, planned this year's survey in 1993. The successor committee, the Council Committee on Economic and Professional Affairs, chaired by Edward S. Kostiner, and its Subcommittee on Surveys, chaired by James Visintainer, provided general oversight of the survey and its analysis in 1994. The committee expresses its gratitude to the approximately 9,700 members who provided a valuable service to the profession by completing the survey questionnaire.

Joan Burrelli and Karen Dyson of the ACS Department of Career Services conducted this year's survey. Dr. Burrelli wrote the summary and comment on the following pages and Denise Sicienski helped prepare this report.

Mary L. Funke, Head
Department of Career Services

SUMMARY AND COMMENT

The poor economic climate for chemists and chemical engineers continues in 1994. Unemployment among chemists rose this year for the fourth year in a row and is now at the highest level it has been since 1972. Unemployment among chemical engineers dropped this year, although it is still higher than the unemployment rate for chemists. The small increase in salaries this year also indicates a relatively poor economic climate.

Salaries

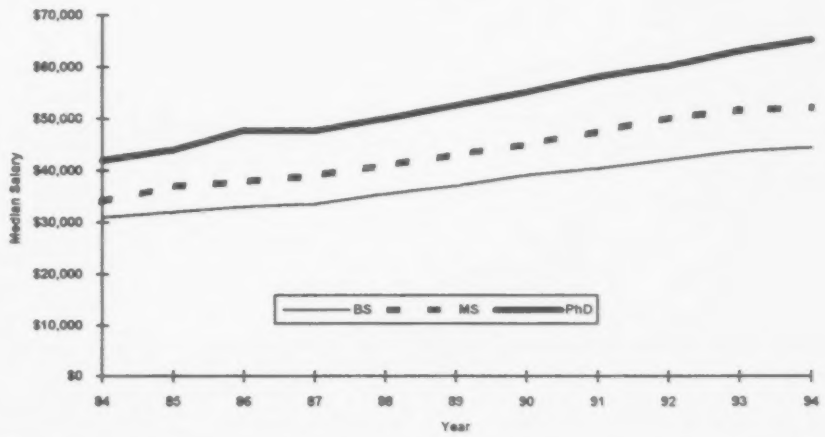
Median salaries of PhD chemists increased only slightly above inflation and median salaries of BS and MS chemists increased less than inflation between 1993 and 1994. As of March 1, 1994, median salaries for ACS member chemists were:

$65,000 for	PhD,	up	3.5% from 1993,	up	1.0% in constant dollars
$52,000 for	MS,	up	1.0% from 1993,	down	1.5% in constant dollars
$44,300 for	BS,	up	1.8% from 1993,	down	0.6% in constant dollars

The Consumer Price Index rose 2.5% from March 1993 to March 1994.

Figure 1

Median Salaries of Chemists 1984-1994
(in current dollars)

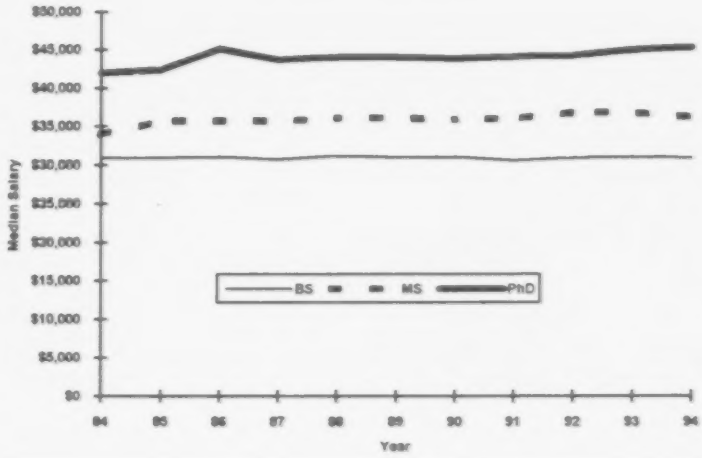


Chemists' Median Salaries*
(in current dollars)

	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994
BS	30.9	32.0	33.0	33.5	35.4	37.0	39.0	40.3	42.0	43.5	44.3
MS	34.0	37.0	37.9	39.0	41.0	43.0	45.0	47.4	50.0	51.5	52.0
PhD	42.0	44.0	47.8	47.7	50.0	52.5	55.0	58.0	60.0	62.8	65.0

Figure 2

Median Salaries of Chemists 1984-1994
(in constant 1984 dollars)



Chemists' Median Salaries*
(in constant 1984 dollars)

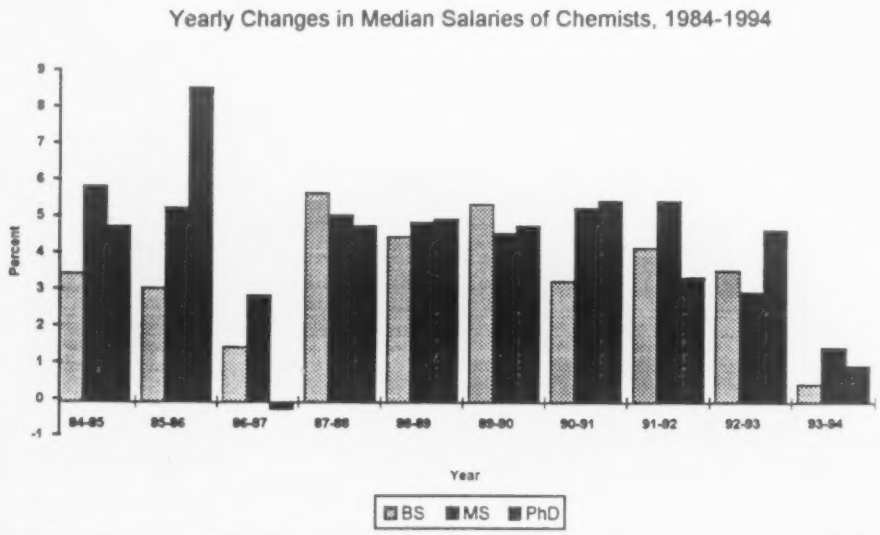
	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994
BS	30.9	30.9	31.1	30.7	31.2	31.0	31.1	30.6	30.9	31.1	30.9
MS	34.0	35.7	35.7	35.7	36.1	36.1	35.9	36.0	36.8	36.8	36.2
PhD	42.0	42.4	45.1	43.7	44.0	44.0	43.8	44.1	44.2	44.9	45.3

The increase in salaries for chemists at all degree levels was the lowest it has been in a decade. Salaries for MS and PhD chemists have increased, on average, about 5.5% per year (in current dollars) over the past decade (see Figure 3). Those for BS chemists have increased, on average, a little over 4% per year in current dollars. This year, BS salaries went

* Base annual salary in thousands of dollars

up only 1.8%, MS salaries went up only 1%, and PhD salaries went up only 3.5%. In constant dollars, median salaries of BS chemists have remained unchanged since 1984 and median salaries of MS and PhD chemists have increased a little less than 1% per year since 1984, which indicates somewhat higher demand for MS and PhD chemists than for BS chemists over that period.

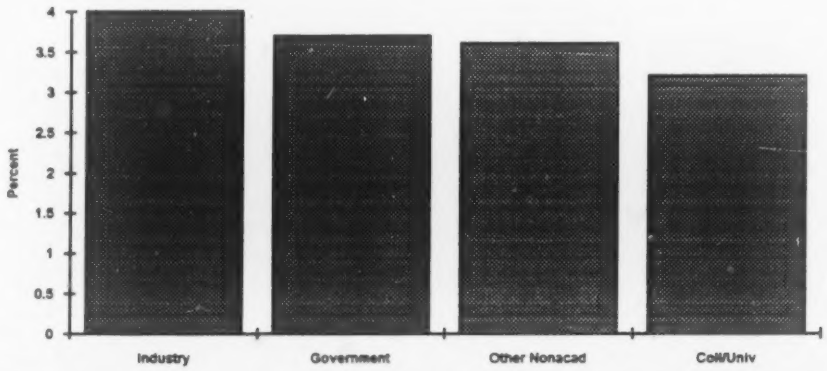
Figure 3



The average increase in salaries from year to year is not the same as the average increase in salary received by individual chemists. To determine how much the average raise was for 1994, we asked what the base salary in 1993 was as well as what the base salary in 1994 is. About 20% of chemists received no raise between 1993 and 1994. Thirty percent had raises of 2.5% or less (less than inflation). The median raise was 4.0%. The top 10% received raises of more than 9%. Chemists in industry received the highest raises, those in colleges or universities received the lowest. The median raise for PhDs in industry was 4.0%; for PhDs in colleges or universities, it was 3.2%.

Figure 4

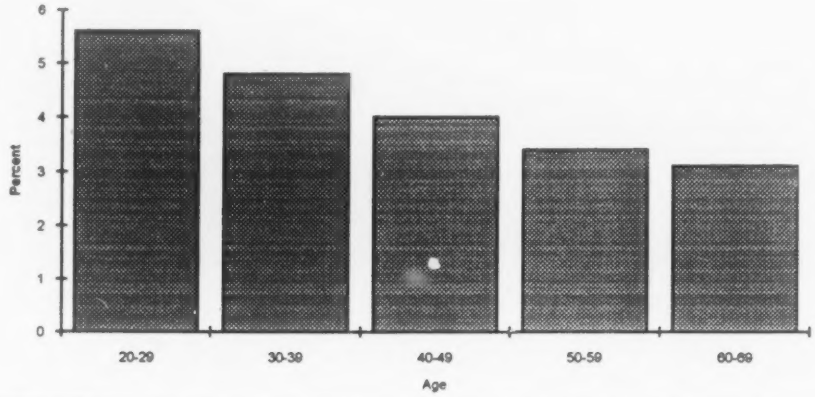
Median Raise of PhD Chemists, 1993-1994



Younger chemists received higher raises than older chemists. The median raise for industrial PhDs between the ages of 20-29 was 4.6%; for those 60-69, it was only 3.0%. Average raises were less this year than last. This year, the mean raise was 4.7%, last year it was 5.2%.

Figure 5

Median Raise of Industrial PhD Chemists
by Age, 1993-1994

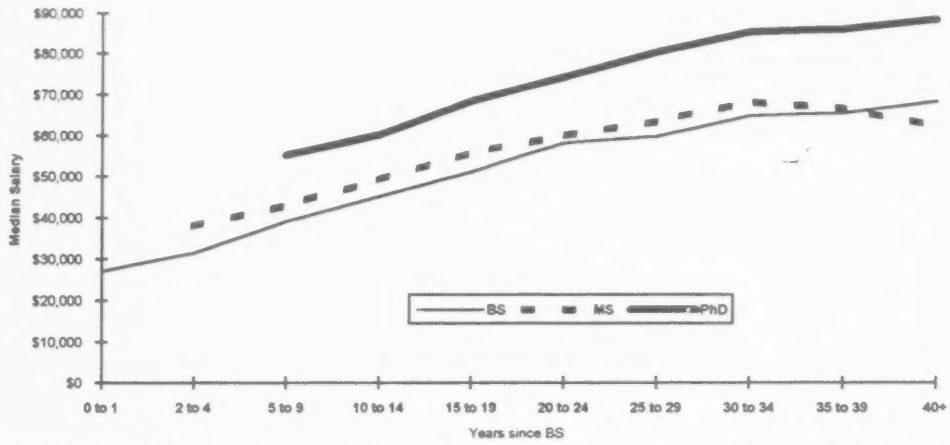


Nonacademic Salaries

Nonacademic salaries are primarily influenced by length of experience, and also by number of subordinates, type of employer, and size of employer. As Figure 6 shows, salaries rise fairly steadily for the first 20 to 25 years of an industrial chemist's career before plateauing.

Figure 6

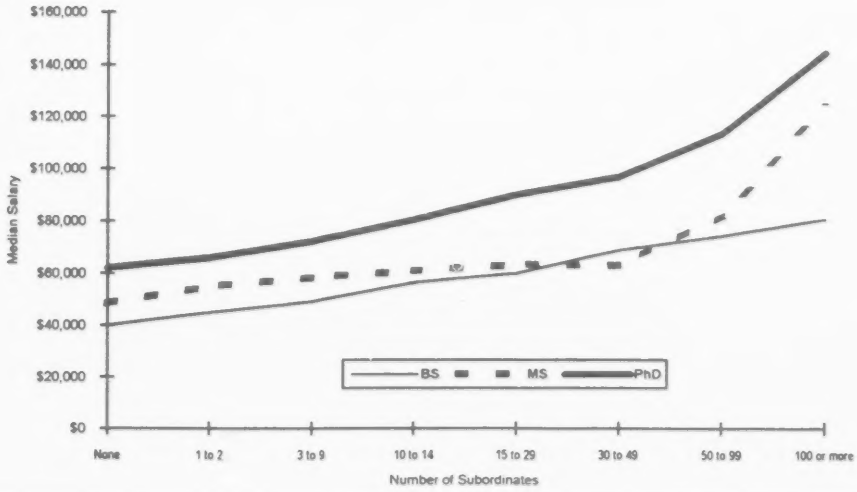
Median Salaries of Industrial Chemists by Degree and Years Since the BS, 1994



Likewise, salaries increase with increased responsibility. As can be seen in Figure 7, the more subordinates one has, the higher one's salary is. For example, among industrial PhD chemists with 15-19 years since the BS, the median salary for those with no subordinates is $61,100, compared to a median of $80,000 for those with 10-14 subordinates.

Figure 7

Median Salaries of Industrial Chemists by Number of Subordinates, 1994

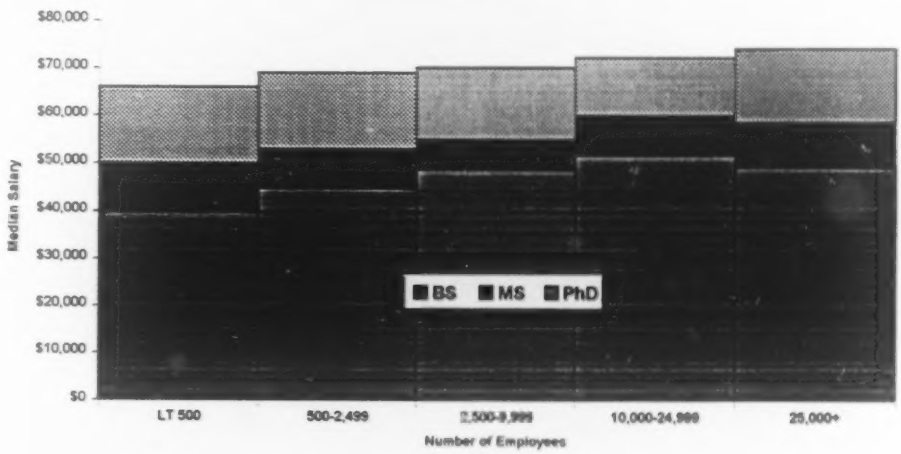


Chemists who are employed in industry or in "other nonacademic" employment (e.g., hospitals, nonprofits) generally earn more than those employed in government. Salaries of chemists employed in industry are generally higher for those working in the petroleum or electronics industries.

Employer size also influences nonacademic salaries. Larger employers (those with 2,500 or more employees) generally pay more than smaller employers (those with less than 2,500 employees). For example, the median salary of BS industrial chemists with 0-1 years of experience in a smaller firm is $25,000 compared to a median of $32,200 for those employed in larger firms.

Figure 8

Median Salaries of Industrial Chemists by Employer Size, 1994



Salaries also vary by geographic region. The median salary of PhDs in industry ranged from a high of $73,300 in the Pacific region to a low of $63,100 in the East South Central region. Regional differences in salaries are partly explained by differences in the type of industry located in the region. Within categories of experience and within industries, salaries are more similar across regions. For example, among PhD chemists employed in the pharmaceuticals industry with 10-14 years since the BS, the median salary ranges from $62,000 in the Midwest to $68,000 in New England.

Academic Salaries

The greatest influences on academic salaries are academic rank, school type, and work function (e.g., teaching, administration). Academic salaries are generally higher for full professors, those in public institutions, those in departments granting PhD degrees, and those in research as opposed to teaching. Salaries of tenured faculty are somewhat higher than those of nontenured faculty. Within PhD-granting departments, salaries are higher in private schools than in public schools. Within BS-granting departments, salaries are higher in public schools than in private schools.

For assistant and associate professors, length of experience has little influence on salaries. The median salary for PhD assistant professors with 2-4 years since the PhD and on 9 or 10 month contracts is $34,500; the median salary for those with 10-14 years since the PhD is $35,000. For full professors, however, salaries do rise with increasing experience.

Figure 9

Median Salaries of PhD Academic Chemists by Rank and Years Since PhD, 1994

(9 or 10 Month Salaries in NonPhD-granting Schools)

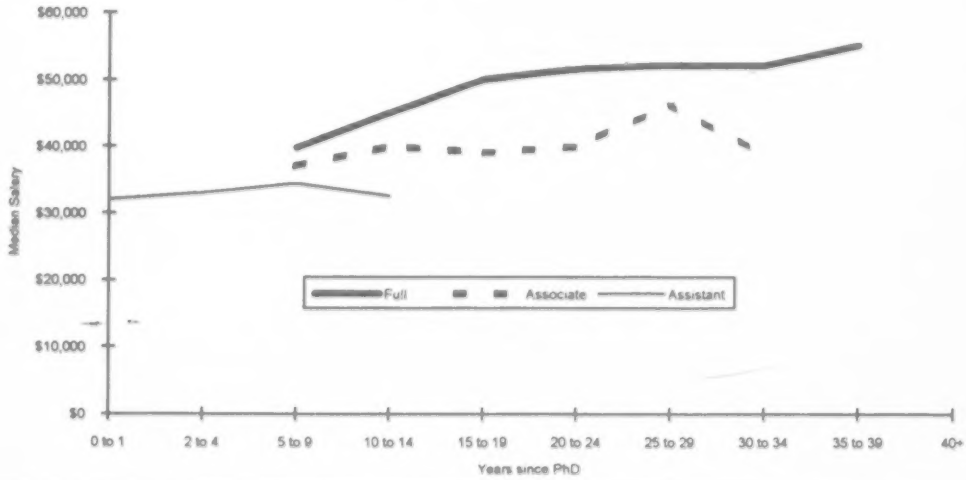
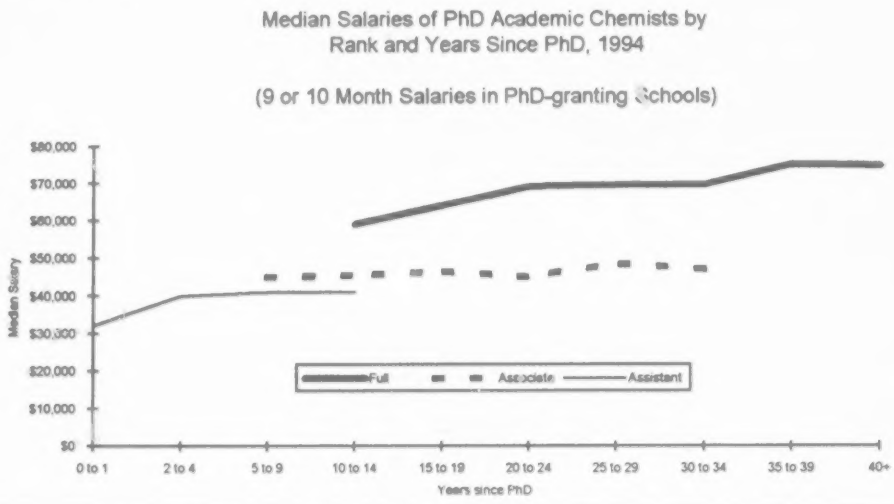


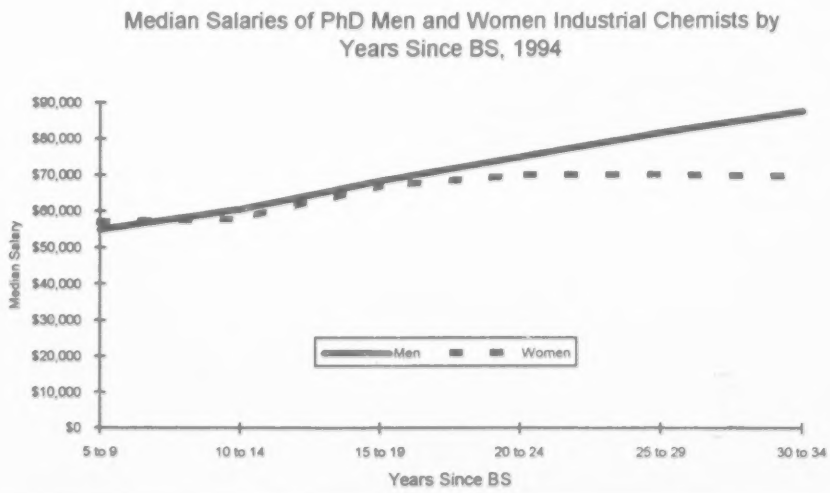
Figure 9 continued



Salaries and Gender

Salaries for women chemists are generally lower than those for men. The median salary for women PhDs in industry is 83% of that for men. The difference in men's and women's median salaries is partly due to differences in experience. When length of experience is taken into account, the salary gap narrows. For example, the median salary for women PhDs in industry with 15-19 years since the BS is 98% of that for men with comparable experience. With increasing experience, however, the salary gap widens.

Figure 10



The difference in men's and women's median salaries can also be explained by differences in work function and responsibility, e.g., men are more likely than women to be in management. Only 13% of PhD women in industry, but 24% of PhD men in industry are in R&D management.

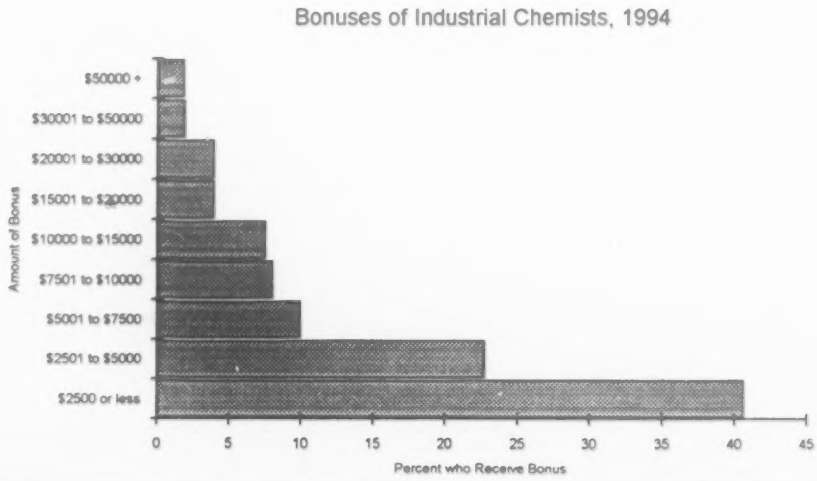
Among academic chemists, the difference in men's and women's median salaries is partly due to differences in rank and partly due to differences in type of school. Women chemists in academia are less likely than men chemists to be full professors (47% v. 54%) and are less likely than men chemists to be employed in PhD-granting schools (26% v. 56%). The median salaries of men and women chemists with comparable rank and type of school are more nearly equal. For example, the median salary of PhD women full professors on 9 or 10 month contracts in PhD-granting schools is 88% of that for comparable men. Salaries for women assistant and associate professors on 9 or 10 month contracts in PhD-granting schools are 98% and 92%, respectively, of those for comparable men.

Nonsalary income

Base salary is not the only source of income for most chemists. Most nonsalary income comes from bonuses and from consulting.

Almost half (46%) of chemists employed in industry received a bonus last year. Of those who received a bonus, the median bonus was $3,600, smaller than last year's $4,000. The top ten percent of chemists received bonuses of $17,000 or more. Those receiving higher bonuses are generally those in management. The median bonus for industrial chemists in R&D management is $8,000, in general management it is $7,400. Industrial chemists in applied research average $2,800 in bonuses, those in production average $2,000. Larger employers (those having 25,000 or more employees) generally pay higher bonuses than smaller employers.

Figure 11



Fifteen percent of chemists did some consulting in 1993. More than one-third (36%) of academics do some consulting compared to only 7% of those employed in industry. Of those chemists who do consult, the median income received from consulting was $6,000. The top ten percent earned $60,000 or more from consulting. The amount of time spent consulting varies widely. Full-time consultants average 140 hours consulting per month. Both nonacademic and academic chemists who consult in addition to their full-time jobs spend, on average, 5 to 6 hours a month consulting. The median hourly rate for BS chemists is $60, for MS chemists, it is $75, and for PhD chemists, it is $100.

Fringe Benefits

This year, for the first time, questions on fringe benefits were asked on the questionnaire. This issue will be addressed again in the future but not annually.

Most chemists have some type of leave provided to them by their employer. Almost all get holidays and annual leave. The majority also get sick leave, bereavement leave and jury duty leave. The type of leave available and the amount of leave vary by the type of employer and, among industrial chemists, by the size of employer as well. Almost all chemists, whatever their employer, get, on average, 10 holidays per year. Industrial chemists, on average, get 2 weeks of annual leave, while academic and government chemists get, on average 3 weeks of annual leave. The majority of chemists, no matter who their employer is, earn 10-13 days of sick leave per year. Only about half of industrial chemists and about one-third of government or academic chemists get leave for care of sick family members. Paid bereavement leave and jury duty leave, which are more common for chemists employed in industry, average 3 days per year for bereavement leave and 5 days per year for jury duty. Less than 20% of chemists get paid parental (maternity or paternity) leave, which averages about 30 days per year.

Almost half of chemists receive fully-paid life insurance from their employer. The other half receive life insurance which is partly paid by their employer. About half of chemists receive life insurance for their family, but for most of these, the employer pays none of the premium.

Almost all chemists, no matter what their employer type, receive medical coverage for themselves and for their family. For the most part, employers pay more than half, but less than all of the premiums. More than 2/3 of the chemist respondents reported they receive dental coverage for themselves and for their family. Less than half of the respondents receive vision coverage; more than 2/3 have a prescription drug program; almost half have annual physicals; which, for the most part, are completely funded by their employer; and about 1/3 have a wellness program.

Defined benefit retirement plans are the most common type of retirement plan for chemists in general, but in industry, savings plans are more prevalent. In addition, about 40% of chemists employed in industry may supplement their retirement plans with employee stock ownership or matching savings programs. About 1/4 may participate in profit sharing or stock option plans.

Chemists employed in industry and government are more likely to have professional development programs available from their employers than are those employed in academia. More than 80% of chemists in industry or government can participate in in-house training

programs and outside seminars. From 20% to 30% of chemists, no matter what their employer, can participate in cultural diversity training.

A wide variety of other, albeit less prevalent, benefits programs is also available. More than half of chemists are given personal safety equipment, and for most, this is fully paid by the employer. About 1/3 of academic chemists have access to on-site child care, while fewer than 20% of government chemists, and only 5% of industrial chemists do. Two-thirds of chemists employed in industry have their association dues paid by their employer. The median number of societies for which dues are paid is one. Less than 20% of academic and government chemists have their dues paid by their employer. More than 70% of chemists, regardless of employer, may travel to meetings--on average two per year.

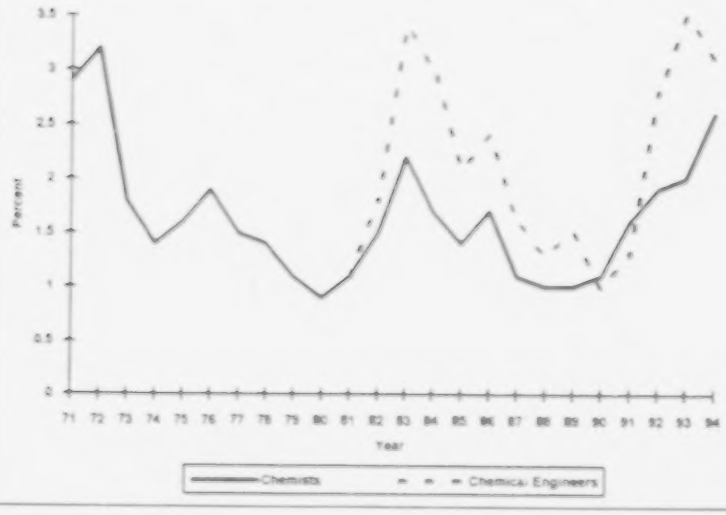
See Tables 11.1.1 to 11.3.6 on pages 125 to 136 for more detail on benefits.

Employment and Unemployment

Unemployment rose again this year for both chemists and chemical engineers. The unemployment rate for chemical engineers is 3.1% this year, down from 3.5% last year. The unemployment rate for chemists is 2.6% this year, up from 2.0% last year. Unemployment among chemists has not been this high since 1972. Figure 12 shows the long-range trends in unemployment for chemists and chemical engineers.

Figure 12

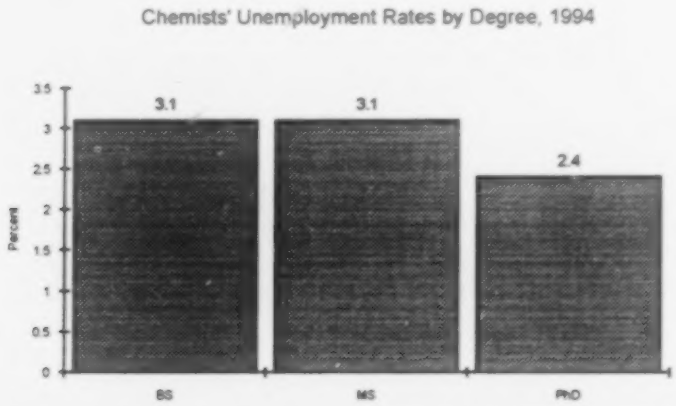
Unemployment Rates of Chemists and Chemical Engineers, 1971-1994



Length of unemployment was little changed from last year. Of those who were unemployed at the time of the survey, 30% had been unemployed for more than one year, compared to 29% last year. Half of those who were unemployed at the time of this year's survey had been unemployed for more than six months, compared to 51% last year.

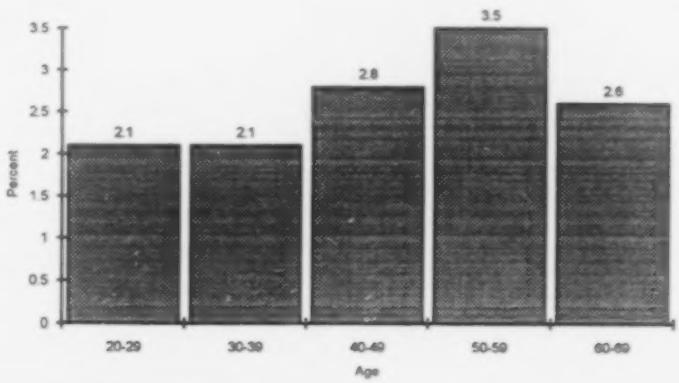
Unemployment rates were higher for some chemists than for others. BS and MS chemists had higher unemployment this year (3.1%) than PhD chemists (2.4%).

Figure 13



Older chemists were hit particularly hard by high unemployment this year. The unemployment rate for chemists in their 50s was 3.5%, compared to only 2.1% for those less than age 40.

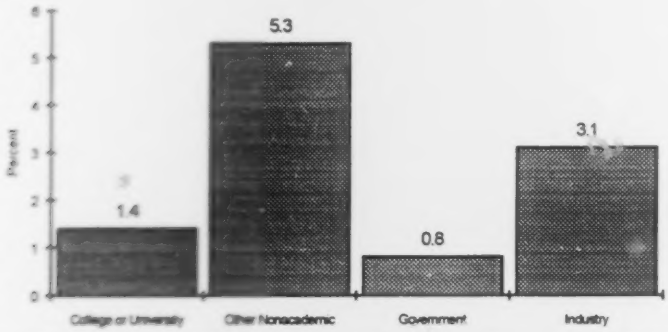
Figure 14



Chemists in "other nonacademic" employment (e.g., hospitals, nonprofits) had a higher rate of unemployment (5.3%) than chemists in any other type of employment: 3.1% for industrial chemists, 1.4% for academic chemists, and 0.8% for government chemists. Unemployment among academic chemists and government chemists was lower this year than last.

Figure 15

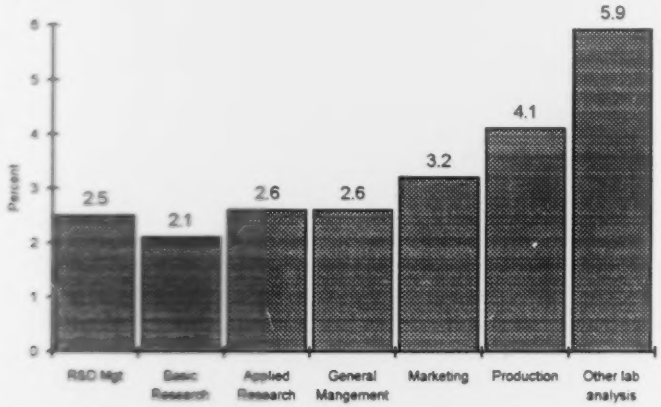
Chemists' Unemployment Rates by Employer Type, 1994



Within industry, unemployment was highest among those in marketing, production, and other lab analysis, and was lowest among those employed in basic research.

Figure 16

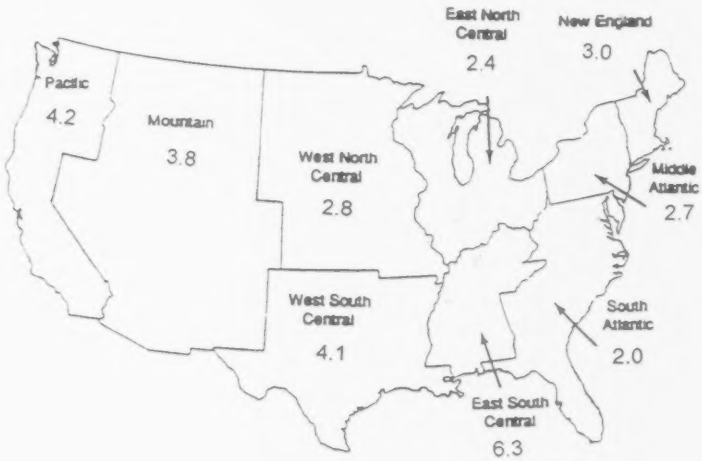
Chemists' Unemployment Rates by Function, 1994



By region, unemployment was lowest along the East Coast and in the Midwest. Unemployment was highest in the East South Central region (6.3%) and in the Pacific Region (4.2%). Figure 17 presents unemployment rates of industrial chemists by region.

Figure 17

Industrial Chemists' Unemployment Rates, 1994
(in percents)



Further information about this survey may be obtained from Joan Burrelli at (202) 872-4433 or jsb96@acs.org.

A METHOD FOR ESTIMATING AVERAGE SALARIES

A compact summary of the information in this report is possible through a statistical technique known as multiple regression. This technique identifies which characteristics have the greatest effect on salaries, and results in a formula for estimating the average salary of respondents with certain characteristics.

For industrial chemists and chemical engineers responding to the 1994 survey, the characteristics that account for most of the variation among salaries are highest degree, experience (years since the BS), and number of subordinates. For chemists, an additional factor that influences salaries is size of employer. Chemists work for small or large employers whereas chemical engineers generally work for larger employers.

Table I displays the factors needed to estimate the average salary for any group of respondents who are industrial chemists with any combination of the listed characteristics.

For example, to estimate the average salary in March 1994 for industrial chemists with the doctorate, 15 to19 years of experience, 3 to 9 subordinates, and working for a large employer, find the corresponding factors in Table I and multiply them together with the base salary for all industrial chemists:

($26,091) x (1.317) x (1.682) x (1.132) x (1.117) = $73,081

Table II displays the factors needed to estimate the average salary for chemical engineers. For example, to estimate the average salary in March 1994 for industrial chemical engineers with a bachelor's degree, 15 to 19 years of experience, and with 10-49 subordinates, find the corresponding factors in Table II and multiply them together with the base salary for all industrial chemical engineers:

($34,889) x (1.000) x (1.604) x (1.223) = $68,441

For academic chemists responding to the 1994 survey, the characteristics that account for most of the variation among salaries are rank, academic work function, length of contract (9 or 10 month or 11 or 12 month), and the highest degree offered by the respondent's department.

Table III displays the factors needed to estimate the average salary for any group of respondents who are PhD academic chemists employed full-time in colleges or universities with any combination of the listed characteristics. For example, to estimate the average salary in March 1994 for academic chemists at the rank of full professor, engaged primarily in research, on 11 or 12 month contracts, and employed in PhD-granting departments, find the corresponding factors in Table III and multiply them together with the base salary for all academic chemists:

($33,086) x (1.666) x (1.130) x (1.320) x (1.139) = $93,647

Averages estimated using this method should be interpreted with caution, for two reasons. First, and more important, is that the relationship between salary and employment characteristics is not exact. Variations due to employer (such as size of company and

geographic location), or to individual differences (such as ability and number of people supervised), and other characteristics prohibit perfect estimation of an individual's salary. Secondly, the factors shown in the tables are estimates derived from a sample of chemists rather than the entire population of chemists, and as such are subject to the imprecision associated with sampling procedures.

Table I

SALARY FACTORS FOR INDUSTRIAL CHEMISTS

BASE SALARY	$26,091
DEGREE	
Bachelor's	1.000
Master's	1.077
Doctorate	1.317
MATURITY: (Years Since Receiving BS)	
0-1	1.000
2-4	1.113
5-9	1.337
10-14	1.516
15-19	1.682
20-24	1.800
25-29	1.898
30-34	2.027
35-39	2.011
40 or more	2.100
TOTAL SUBORDINATES	
None	1.000
1-2	1.059
3-9	1.132
10-49	1.259
50 or more	1.716
SIZE OF EMPLOYER	
Less than 2,500	1.000
2,500 or more	1.117

Table II

SALARY FACTORS FOR INDUSTRIAL CHEMICAL ENGINEERS

BASE SALARY	$34,889
DEGREE	
Bachelor's or Master's	1.000
Doctorate	1.209
MATURITY: (Years Since Receiving BS)	
0-4	1.000
5-9	1.299
10-14	1.458
15-19	1.604
20-24	1.747
25-29	1.825
30-34	1.885
35-39	2.060
40 or more	1.906
TOTAL SUBORDINATES:	
0-2	1.000
3-9	1.064
10-49	1.223
50 or more	1.795

Table III

SALARY FACTORS FOR ACADEMIC CHEMISTS

BASE SALARY	$33,086
RANK	
Professor	1.666
Associate Professor	1.234
Assistant Professor	1.000
Non-faculty Research Associate	.874
WORK FUNCTION:	
Teaching	1.000
Research	1.130
Administration	1.221
LENGTH OF CONTRACT:	
9 or 10 month	1.000
11 or 12 month	1.320
HIGHEST DEGREE OFFERED IN DEPARTMENT:	
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Doctorate	1.139

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TECHNICAL NOTES

The target population of the 1994 Salary and Employment Status Survey was those ACS members who had U.S. mailing addresses, were not older than 70, and had neither student, retired, nor emeritus status. On January 31, 1994, the ACS membership totalled 140,685, of which approximately 92,000 met the above criteria for inclusion in the survey. The survey questionnaires were mailed to 20,000 of these members by bulk mail on February 25. A follow-up mailing to nonresponders was sent on April 7. By the May 20 cut-off date, 9,788 (49%) usable questionnaires had been returned.

Definitions

For the purposes of the survey analysis only, the following definitions were used:

Chemist:	A respondent who indicated a work specialty of chemistry or biochemistry (categories 2 through 15 of Part I, Question 3 on the questionnaire) or a non-chemistry work specialty (categories 16 through 19) and a degree field of chemistry or biochemistry.
Chemical engineer:	A respondent who indicated a work specialty of chemical engineering or a degree field of chemical engineering (category 1 of Part I, Question 3 on the questionnaire).
Unemployed:	A respondent who is unemployed and seeking employment (category 4 of Part I, Question 4 on the questionnaire).

This report represents the respondents' principal annual salaries as of March 1, 1994. A respondent's age is given as of March 1, 1994. A respondent's geographic region refers to place of employment. A list of geographic regions and their member states is on page 28 of this report.

Proportions

The proportion of people falling within a certain cell in one of the tables is a sample proportion. The sample proportion is used to make statements about the corresponding population proportion, but, of course, the sample proportion generally is not exactly equal to the population proportion. A useful estimate of the representativeness of the sample proportion is the confidence interval. Such an interval estimate is illustrated in the following statement: "We assert with 95% confidence that the population proportion is between 0.04 and 0.06." A simple but adequate formula for a confidence interval centered on the sample proportion is

$$p\ (\text{lower}) = \hat{p} - Z\sqrt{[\hat{p}(1-\hat{p})/n]}$$

$$\text{and } p\ (\text{upper}) = \hat{p} + Z\sqrt{[\hat{p}(1-\hat{p})/n]}$$

where p (lower) = lower boundary of the interval
p(upper) = upper boundary of the interval
$\hat{p}$ = the sample proportion
Z = a function of the level of confidence and is found in a table of the standard normal distribution.
n = the sample size

Inspection of the formula shows that the width of the confidence interval is inversely proportional to the square root of the sample size, so that proportions derived from small samples are not as precise as ones drawn from large samples. Also, if non-respondents differ from respondents with regard to the characteristics under consideration, the formula will overstate precision because the formula is based on assumption of 100% response.

Suppose a confidence interval is required for a group containing 1900 sample members. If the sample contains 95 persons with a specific characteristic, then the numbers that go into the formula are $p = 95/1900 = 0.05$ and $n = 1900$. For a 95% confidence interval, Z is about 2. Putting these numbers into the formula above we have:

$$\begin{aligned} p(\text{lower}) &= \hat{p} - Z\sqrt{[(1-\hat{p})/n]} \\ &= 0.05 - 2\sqrt{[0.05(0.95)/1900]} \\ &= 0.05 - 0.01 \\ &= 0.04 \end{aligned}$$

$$\begin{aligned} \text{and similarly, } p\ (\text{upper}) &= 0.05 + 0.01 \\ &= 0.06 \end{aligned}$$

Thus, a 95% confidence interval for p is from 4.0% to 6.0%. Although we cannot say that the population proportion is exactly 5.0%, we can be confident that it is between 4.0% and 6.0%. The 95% level of confidence means roughly that if this procedure were followed a large number of times using different samples of the same size, the population proportion would be within the calculated interval about 95% of the time.

Means

As with proportions, confidence intervals may be constructed around the mean. The formula for a confidence interval around the sample mean is:

$$\bar{X} \pm Z\, s/\sqrt{n}$$

where $\bar{X}$	=	the sample mean
Z	=	a function of the level of confidence and is found in a table of the standard normal distribution
s	=	the sample standard deviation
n	=	the sample size

For example, in Table 1.1.3, the mean salary for a PhD chemist who has 10-14 years since the BS and is employed in industry is $60,503, the standard deviation is $9,987 and the count is 446. For a 95% confidence interval, Z is about 2. Putting these numbers into the formula above, we have:

$$\$60{,}503 \pm 2\ (\$9987)/\sqrt{446}$$
$$\text{or } \$60{,}503 \pm \$946$$

Thus, a 95% confidence interval for the mean is $59,557 to $61,449. The size of the confidence interval depends on the number of respondents and the standard deviation. A smaller count or a larger standard deviation will result in a larger confidence interval.

Medians

If a sample of size n is arranged in ascending order of magnitude, the median Md is given by the $(n+1)/2$th value. If $(n+1)/2$ is not an integer, then the median is a weighted average of the two values whose ranks are closest to $(n+1)/2$.

The median (the score that cuts the distribution in half) is generally a better measure of central tendency in salary distributions than the mean (the statistical average). Means are more likely than medians to be influenced by extremely high scores, which are typical in salary distributions.

The difference between the first quartile (the score below which one quarter of the case lie) and the third quartile (the score below which three quarters of the cases lie) is known as the interquartile range and is a measure of the variability in the distributions.

If the number of responses in a cell of a salary table is small, then the sample salary statistics for that cell may not accurately estimate the corresponding population salary statistics. In general, a cell containing fewer than 15 responses does not provide a useful estimate of the median salary, and a cell containing fewer than 25 responses does not provide a useful estimate of the 25th or the 75th salary percentile. For this reason, cells containing fewer than 15 responses were suppressed in the tables in this book.

Discrepancies Among Tables

Some pairs of tables contain totals that should be identical but are not. For example, two tables that represent information about PhD respondents should show the same total number of PhDs. They might, however, show different totals. To illustrate, if one table groups the PhDs according to specialty and other groups them according to geographic region, the totals will differ unless the number who did not indicate their specialty is the same as the number who did not indicate their geographic region.

Comparing Salaries

Often questions arise concerning B.S. chemists' salaries as compared with M.S. chemists', or women's salaries as compared with men's. These and similar comparisons require caution.

Statistical tests should be performed to determine whether observed differences in salaries of various sample groups could be mere chance occurrences resulting from peculiarities of the sample. Whether a difference in salaries is "statistically significant" depends not only on the magnitude of the difference but also on the sample size and the magnitude of the sample standard deviations.

Discussion of statistical tests of significance can be found in *Introductory Statistics for Business and Economics* by Thomas H. Wonnacott and Ronald J. Wonnacott, N.Y.: Wiley, 1990; and other similar texts.

Nonresponse Bias

The confidence intervals discussed earlier can estimate the amount of variability due to sampling error. Another source of error may be response bias. Members who did respond may be different from those who did not respond. The likelihood and extent of nonresponse bias is small. Comparisons between the survey responses and the ACS membership records show no bias in terms of age, sex, employer, or geographic region. In addition, a telephone follow-up of 388 nonresponders to the 1991 survey found that nonresponders' salaries were virtually the same as those of responders. The mean salary for responders was $57,007; for nonresponders it was $57,982. A t-test of the difference between the mean salaries of the two groups resulted in no significant difference between the means. (Student's t was only 0.57.) The percent of both groups who were unemployed was also the same--1.6%.

Comparison of Survey Results and Membership Characteristics

	March 1994 Salary Survey	Year-end 1993 Membership Records
Sex		
Male	80.4%	81.2%
Female	19.6	18.8
Age		
20-29	8.1	7.4
30-39	30.6	29.3
40-49	28.6	26.7
50-59	23.3	21.8
60+	9.5	14.9
Employer		
Industrial	62.8	59.1
Government	7.7	8.0
Other Nonacademic	5.6	7.2
Academic	24.0	25.7
Region		
Pacific	12.4	12.7
Mountain	4.2	4.4
West North Central	6.4	5.9
West South Central	7.8	7.6
East North Central	19.7	18.6
East South Central	3.3	3.7
Middle Atlantic	21.0	22.9
South Atlantic	17.1	16.6
New England	8.0	7.5

Note: Both survey results and membership characteristics refer to full and associate members who are less than 71 years old and who are living in the U.S.

GEOGRAPHIC REGIONS

PACIFIC

Alaska
California
Hawaii
Oregon
Washington

MOUNTAIN

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

WEST NORTH CENTRAL

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

WEST SOUTH CENTRAL

Arkansas
Louisiana
Oklahoma
Texas

EAST NORTH CENTRAL

Illinois
Indiana
Michigan
Ohio
Wisconsin

EAST SOUTH CENTRAL

Alabama
Kentucky
Mississippi
Tennessee

MIDDLE ATLANTIC

New Jersey
New York
Pennsylvania

SOUTH ATLANTIC

Delaware
District of Columbia
Florida
Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia

NEW ENGLAND

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Table 1.1.1

SALARIES of BS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
1994 ACS Salary Survey

TYPE OF EMPLOYER & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Industry						
Total	1575	49,256	25,869	35,700	45,000	58,000
0-1	38	30,371	10,750	25,000	27,250	35,000
2-4	204	33,339	21,799	27,750	31,500	36,000
5-9	339	39,301	9,207	33,000	39,000	44,500
10-14	274	45,807	10,200	39,000	45,000	52,000
15-19	248	52,926	15,077	42,800	51,000	60,205
20-24	173	60,437	18,213	49,000	58,000	70,000
25-29	105	61,246	21,320	50,000	59,600	70,500
30-34	94	67,298	23,897	50,000	64,638	80,400
35-39	60	65,713	21,690	50,750	65,236	75,000
40 or more	40	86,695	102,420	57,700	68,000	81,600
Government						
Total	144	46,068	14,093	35,000	45,276	53,238
5-9	13	37,515	7,951	30,800	37,000	44,000
10-14	30	41,768	10,963	32,739	38,800	49,900
15-19	12	49,765	13,886	38,883	47,518	57,552
20-24	28	49,618	11,621	39,873	50,341	59,640
25-29	12	51,273	12,799	40,000	50,127	58,850
30-34	19	53,044	13,762	44,312	50,000	56,576
Other Nonacademic						
Total	86	59,752	70,786	34,000	45,000	60,000
5-9	18	37,577	11,168	34,000	36,376	42,000
10-14	18	49,890	18,930	35,700	48,000	60,000
High School						
Total	23	27,091	7,306	22,044	25,000	32,000
College or University						
Total	57	34,452	14,839	24,000	31,000	43,000
5-9	16	34,704	11,437	27,000	33,300	37,350

Note: Cells with fewer than 15 cases have been suppressed.

Table 1.1.2

SALARIES of MS CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
1994 ACS Salary Survey

TYPE OF EMPLOYER & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Industry						
Total	937	58,459	19,519	46,000	55,000	67,000
5-9	116	43,014	8,716	37,720	43,000	48,000
10-14	174	50,498	11,356	43,000	49,000	56,000
15-19	182	58,326	15,328	48,000	55,668	65,000
20-24	161	61,673	19,928	50,000	59,700	67,000
25-29	123	64,566	19,685	51,000	63,252	74,000
30-34	80	72,831	23,699	56,100	68,000	88,000
35-39	56	70,886	21,253	56,650	66,300	85,000
40 or more	33	68,834	27,181	51,800	62,000	73,500
Government						
Total	123	52,927	16,146	40,000	52,385	64,500
15-19	21	52,418	12,856	39,000	55,000	60,650
25-29	26	56,699	14,255	45,325	56,000	68,334
30-34	18	62,039	10,690	56,414	61,500	67,874
35-39	19	57,079	24,478	36,000	52,385	76,000
Other Nonacademic						
Total	56	66,854	45,926	42,500	54,300	72,850
High School						
Total	63	43,568	12,385	35,000	43,250	52,000
25-29	17	44,784	13,250	32,000	49,000	54,000
30-34	17	47,353	13,022	37,252	51,000	55,000
College or University						
Total	117	40,770	12,444	32,000	38,500	49,500
20-24	15	38,234	6,876	34,000	38,000	42,000
25-29	25	42,267	13,458	34,200	39,000	50,000
30-34	28	46,842	12,344	39,500	45,800	55,500

Note: Cells with fewer than 15 cases have been suppressed.

Table 1.1.3

SALARIES of PhD CHEMISTS employed FULL-TIME
by EMPLOYER TYPE and YEARS SINCE BS
1994 ACS Salary Survey

TYPE OF EMPLOYER & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Industry						
Total	2434	75,963	25,255	60,000	70,000	85,200
5-9	152	55,221	7,815	52,000	55,000	60,000
10-14	446	60,503	9,987	55,000	60,000	65,000
15-19	479	70,043	15,003	61,000	68,118	77,870
20-24	435	77,400	20,055	66,000	74,000	88,000
25-29	362	84,498	25,233	69,300	80,150	96,400
30-34	298	93,328	35,109	73,140	85,000	105,000
35-39	164	87,787	23,981	71,500	85,600	100,300
40 or more	97	97,373	39,879	73,000	88,000	109,300
Government						
Total	328	64,867	15,530	53,703	63,950	75,000
10-14	41	52,888	10,046	46,752	51,000	61,000
15-19	50	59,698	9,655	53,000	60,000	66,000
20-24	51	61,749	14,530	50,000	58,800	70,800
25-29	55	68,289	15,694	57,000	66,000	80,989
30-34	57	71,332	13,543	62,000	72,000	83,652
35-39	36	68,854	17,937	54,801	68,940	85,000
40 or more	30	76,841	13,868	67,000	74,391	86,323
Other Nonacademic						
Total	158	79,892	37,130	56,700	72,000	92,000
10-14	19	57,514	21,047	42,400	54,000	65,000
20-24	24	69,548	15,570	58,750	73,500	81,520
25-29	35	92,115	40,081	60,000	80,000	116,000
30-34	31	75,850	31,497	60,000	69,500	95,500
35-39	20	108,754	52,382	73,500	89,000	147,500
High School						
Total	19	40,837	15,032	30,000	37,000	53,000
College or University						
Total	1505	56,856	24,781	40,000	52,000	65,700
5-9	57	34,364	9,893	28,620	32,500	38,500
10-14	178	40,865	24,174	33,000	37,750	45,000
15-19	198	46,961	14,954	38,000	42,800	53,000
20-24	171	50,320	18,080	37,100	45,000	60,000
25-29	238	61,618	26,720	44,000	56,000	71,000
30-34	294	63,492	21,692	49,400	58,175	73,225
35-39	212	64,980	22,386	50,000	60,100	75,000
40 or more	157	72,130	29,117	52,000	64,000	84,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.1.1

SALARIES of INDUSTRIAL CHEMISTS employed FULL-TIME
by DEGREE and YEARS SINCE BS
1994 ACS Salary Survey

HIGHEST DEGREE & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
BS						
Total	1575	49,256	25,869	35,700	45,000	58,000
0-1	38	30,371	10,750	25,000	27,250	35,000
2-4	204	33,339	21,799	27,750	31,500	36,000
5-9	339	39,301	9,207	33,000	39,000	44,500
10-14	274	45,807	10,200	39,000	45,000	52,000
15-19	248	52,926	15,077	42,800	51,000	60,205
20-24	173	60,437	18,213	49,000	58,000	70,000
25-29	105	61,246	21,320	50,000	59,600	70,500
30-34	94	67,298	23,897	50,000	64,638	80,400
35-39	60	65,713	21,690	50,750	65,236	75,000
40 or more	40	86,695	102,420	57,700	68,000	81,600
MS						
Total	937	58,459	19,519	46,000	55,000	67,000
5-9	116	43,014	8,716	37,720	43,000	48,000
10-14	174	50,498	11,356	43,000	49,000	56,000
15-19	182	58,326	15,328	48,000	55,668	65,000
20-24	161	61,673	19,928	50,000	59,700	67,000
25-29	123	64,566	19,685	51,000	63,252	74,000
30-34	80	72,831	23,699	56,100	68,000	88,000
35-39	56	70,886	21,253	56,650	66,300	85,000
40 or more	33	68,834	27,181	51,800	62,000	73,500
PhD						
Total	2434	75,963	25,255	60,000	70,000	85,200
10-14	446	60,503	9,987	55,000	60,000	65,000
15-19	479	70,043	15,003	61,000	68,118	77,870
20-24	435	77,400	20,055	66,000	74,000	88,000
25-29	362	84,498	25,233	69,300	80,150	96,400
30-34	298	93,328	35,109	73,140	85,000	105,000
35-39	164	87,787	23,981	71,500	85,600	100,300
40 or more	97	97,373	39,879	73,000	88,000	109,300

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.1.2

SALARIES of MEN CHEMISTS employed FULL-TIME in INDUSTRY
by DEGREE and YEARS SINCE BS
1994 ACS Salary Survey

HIGHEST DEGREE & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
BS						
Total	1134	52,264	27,341	38,400	48,588	61,000
0-1	20	32,465	13,492	25,500	27,250	39,000
2-4	110	32,248	7,235	28,000	31,500	36,000
5-9	207	40,463	9,583	34,000	40,000	45,000
10-14	190	46,711	10,473	39,100	45,920	54,000
15-19	195	53,909	15,275	43,000	52,000	61,000
20-24	153	61,556	18,332	50,000	58,864	70,000
25-29	88	61,982	21,375	50,000	60,000	70,250
30-34	82	69,183	24,454	51,000	66,750	82,500
35-39	53	67,451	21,410	52,000	67,200	75,000
40 or more	36	88,528	106,646	60,000	69,250	81,600
MS						
Total	721	60,590	19,906	48,000	56,836	70,000
5-9	67	44,214	9,279	38,000	43,000	50,000
10-14	113	50,505	11,484	43,000	49,000	55,744
15-19	146	58,484	15,036	48,000	55,668	65,500
20-24	136	62,719	20,610	50,000	60,000	68,467
25-29	107	65,164	16,709	53,500	65,000	75,000
30-34	64	75,849	24,816	56,600	72,190	92,800
35-39	52	72,216	21,389	58,550	68,000	85,400
40 or more	31	70,126	27,505	51,800	64,500	74,600
PhD						
Total	2146	77,598	25,925	61,400	72,000	88,000
5-9	107	55,174	8,153	50,500	55,000	60,000
10-14	359	61,226	10,121	55,000	60,500	65,500
15-19	416	70,073	14,962	61,090	68,400	78,000
20-24	393	78,167	20,478	66,358	75,000	88,400
25-29	337	85,476	25,209	70,000	81,600	97,000
30-34	282	94,722	35,446	74,000	87,400	106,000
35-39	160	88,479	23,715	72,000	86,000	101,300
40 or more	91	99,383	40,101	75,000	91,000	112,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.1.3

SALARIES of WOMEN CHEMISTS employed FULL-TIME in INDUSTRY
by DEGREE and YEARS SINCE BS
1994 ACS Salary Survey

HIGHEST DEGREE & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
BS						
Total	441	41,521	19,640	32,000	39,000	46,767
0-1	18	28,044	6,098	25,000	28,000	32,500
2-4	94	34,616	31,191	27,040	30,750	36,000
5-9	132	37,479	8,296	32,450	36,218	42,910
10-14	84	43,760	9,291	39,000	43,050	48,650
15-19	53	49,310	13,868	41,000	48,750	54,000
20-24	20	51,874	15,074	42,000	50,000	59,685
25-29	17	57,434	21,254	42,500	51,645	73,560
MS						
Total	215	51,321	16,333	41,100	48,000	60,000
5-9	49	41,372	7,671	37,440	42,600	46,000
10-14	61	50,486	11,210	42,000	49,000	57,000
15-19	35	57,734	16,908	48,000	55,000	65,000
20-24	25	55,982	14,776	46,000	58,000	66,000
25-29	16	60,567	34,046	43,050	51,350	64,300
30-34	16	60,758	13,307	54,900	60,500	67,500
PhD						
Total	287	63,691	14,602	55,000	60,000	72,000
5-9	45	55,332	7,030	53,000	57,000	59,000
10-14	87	57,522	8,857	52,000	58,000	62,500
15-19	63	69,847	15,387	60,000	67,000	74,000
20-24	41	69,743	13,586	60,000	70,000	78,000
25-29	25	71,318	22,041	63,000	70,000	83,000
30-34	16	68,765	13,748	57,000	69,470	79,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.1

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1994 ACS Salary Survey

WORK SPECIALTY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Biochemistry						
Total	55	44,366	14,815	34,900	43,000	50,820
5-9	19	39,930	7,815	34,039	39,000	45,580
General chemistry						
Total	91	47,051	18,247	32,400	43,500	56,000
2-4	16	32,425	9,821	26,500	33,200	39,000
5-9	21	38,010	9,398	32,400	37,445	43,000
10-14	15	42,655	9,632	32,400	44,581	48,100
Agricultural chemistry						
Total	50	54,816	45,503	33,400	45,840	65,000
5-9	19	37,909	11,136	30,000	37,000	45,000
Analytical chemistry						
Total	503	45,860	15,753	34,940	43,000	53,795
2-4	71	32,356	6,960	27,900	31,238	35,300
5-9	111	38,130	7,753	32,619	36,550	44,000
10-14	107	45,234	9,134	40,000	44,900	49,200
15-19	72	50,407	12,618	41,500	50,000	56,000
20-24	48	60,274	17,631	48,000	58,000	66,000
25-29	32	56,187	13,226	43,000	58,000	67,000
30-34	25	59,595	16,345	51,000	55,000	70,000
35-39	15	57,702	16,325	44,007	58,000	64,800
Environmental chemistry						
Total	209	44,822	19,478	32,000	42,000	54,500
2-4	33	29,929	7,112	25,100	30,000	33,500
5-9	54	37,606	9,892	29,800	37,000	44,500
10-14	34	42,332	11,188	33,600	42,000	52,000
15-19	39	53,301	16,913	42,600	48,100	61,000
20-24	16	53,327	17,011	41,000	50,600	60,000
25-29	15	64,833	39,814	46,100	55,000	70,000
Inorganic chemistry						
Total	36	52,436	21,404	40,000	47,300	65,000
Materials science						
Total	53	50,111	17,679	40,000	46,500	58,000
Medicinal-Pharmaceutical						
Total	86	53,624	73,353	34,250	45,000	54,300
2-4	19	29,687	6,654	23,700	29,100	35,000
5-9	17	41,069	5,610	37,250	41,000	45,000
Organic chemistry						
Total	143	50,216	17,516	37,920	47,000	60,000
2-4	16	32,257	4,845	29,000	32,570	36,100
5-9	24	41,364	10,766	36,000	39,000	44,000
10-14	28	46,609	9,291	38,100	45,000	52,500
15-19	16	53,253	14,426	42,000	53,200	63,500
20-24	18	53,009	13,423	46,500	50,500	53,000
Physical chemistry						
Total	24	61,613	32,983	37,360	47,000	82,950

Table 2.2.1 (continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1994 ACS Salary Survey

WORK SPECIALTY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Polymer chemistry						
Total	145	52,941	18,882	39,000	50,000	63,000
5-9	29	40,452	8,025	35,050	39,000	44,500
10-14	22	49,200	11,726	43,000	48,250	54,000
15-19	22	58,420	14,617	45,000	57,000	70,000
20-24	23	64,162	21,853	46,806	61,400	74,000
Other chemical science						
Total	33	47,555	17,163	37,000	42,396	56,000
Business Administration						
Total	35	65,966	24,970	48,000	62,000	82,000
Computer science						
Total	16	57,256	12,367	46,750	59,500	64,500
Other nonchemistry						
Total	63	56,782	20,024	42,000	51,650	65,000
15-19	17	56,098	17,626	48,000	54,500	60,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.2

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1994 ACS Salary Survey

WORK FUNCTION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
R&D Mgt						
Total	113	67,322	22,500	54,000	63,000	80,400
5-9	17	48,217	13,079	40,000	46,500	50,250
20-24	24	77,595	16,638	64,000	78,000	86,500
30-34	15	85,250	30,465	56,000	85,000	98,000
Basic research						
Total	107	43,772	12,573	34,000	41,000	51,050
2-4	24	32,357	4,676	28,590	32,600	35,500
5-9	29	38,879	6,329	35,000	39,000	44,050
10-14	20	45,551	9,822	37,960	44,819	51,775
Applied research						
Total	436	46,599	19,749	36,000	43,200	53,000
0-1	15	28,300	6,276	25,000	27,500	34,000
2-4	61	38,862	38,285	30,000	34,000	37,550
5-9	104	39,030	6,553	35,000	39,000	44,000
10-14	84	45,294	7,820	40,000	45,000	51,000
15-19	64	50,183	10,707	42,000	51,020	55,000
20-24	45	57,101	16,209	46,903	53,131	65,000
25-29	23	56,989	11,618	47,500	59,000	65,000
30-34	20	64,649	19,092	50,000	66,750	80,938
General Mgt						
Total	152	63,329	57,381	44,400	52,850	69,000
5-9	29	44,350	10,323	39,750	46,000	50,000
10-14	28	46,768	8,541	40,000	42,700	52,700
15-19	29	61,128	18,975	48,650	55,500	70,980
20-24	18	70,273	19,031	57,500	61,400	82,500
30-34	15	73,992	27,910	55,000	68,000	82,500
Marketing						
Total	146	54,714	20,142	38,600	50,350	68,125
2-4	15	33,219	7,552	29,500	32,250	35,600
5-9	25	42,400	15,731	34,000	41,000	47,500
10-14	23	51,924	11,628	43,000	51,000	63,000
15-19	28	58,960	19,603	45,500	58,750	70,000
20-24	15	62,009	18,193	50,600	55,000	70,600
Production						
Total	274	44,090	15,779	33,000	42,000	52,000
2-4	36	31,207	6,218	26,220	31,478	35,500
5-9	56	36,367	8,131	30,671	35,000	42,000
10-14	56	43,738	9,262	37,663	42,500	48,350
15-19	53	47,405	11,471	40,000	49,000	55,000
20-24	31	56,060	15,389	46,000	52,000	63,000
Health & Safety						
Total	73	50,876	13,761	40,000	49,000	60,000
5-9	18	41,878	7,290	38,000	41,000	49,000
15-19	15	53,134	11,396	43,500	49,600	60,000
Other lab analysis						
Total	160	37,501	12,787	28,500	34,100	44,007
2-4	38	27,305	5,900	23,500	26,375	31,020
5-9	36	34,472	7,545	29,711	33,000	37,000
10-14	24	37,085	9,452	29,425	37,584	42,350
15-19	22	47,890	12,959	40,500	45,328	56,000
Consulting						
Total	30	56,134	35,903	32,000	47,000	60,000

Table 2.2.2 (Continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1994 ACS SALARY SURVEY

WORK FUNCTION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Other						
Total	102	48,383	16,016	35,900	46,000	57,000
5-9	22	41,088	6,126	35,000	40,750	44,900
10-14	19	44,959	11,717	35,000	45,000	53,000
15-19	18	50,661	12,751	44,088	49,425	59,768

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.3

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1994 ACS Salary Survey

INDUSTRY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Analytical serv lab						
Total	184	40,957	16,245	29,800	38,000	49,000
2-4	30	27,976	7,217	23,500	26,225	30,800
5-9	46	34,776	9,575	28,000	33,000	38,000
10-14	40	40,456	9,284	37,000	40,010	45,000
15-19	26	50,484	13,908	41,000	45,978	55,000
Total	30	41,667	15,302	31,000	36,000	50,000
Contract res firm						
Total	30	41,667	15,302	31,000	36,000	50,000
Other nonmanuf						
Total	136	52,368	33,672	35,250	46,050	58,000
2-4	23	45,151	61,817	28,000	31,000	35,600
5-9	32	40,153	8,199	35,000	40,000	45,000
15-19	21	57,526	20,842	43,000	55,000	60,150
20-24	19	56,350	18,997	46,000	52,000	70,000
Aerospace						
Total	23	57,020	11,626	51,000	55,868	64,000
Basic chemicals						
Total	50	57,308	18,194	44,000	56,000	68,000
Specialty chems						
Total	183	53,071	19,271	38,792	48,500	67,000
5-9	37	41,566	14,570	34,500	39,300	43,000
10-14	39	48,953	11,088	41,000	47,800	58,641
15-19	27	58,538	16,584	43,500	54,000	70,000
20-24	26	58,814	18,338	47,300	53,000	67,200
Agricultural chems						
Total	41	48,695	19,473	34,500	46,000	59,000
Biochemical prods						
Total	20	48,776	13,731	38,225	49,000	55,000
Electronics						
Total	35	47,780	17,260	39,000	45,000	52,000
Food						
Total	57	48,971	19,201	33,400	47,000	58,000
15-19	16	53,377	16,223	43,860	51,500	60,000
Instruments						
Total	45	48,367	13,305	37,300	48,000	57,750
Medical devices						
Total	51	47,228	14,176	37,000	46,250	54,000
5-9	17	41,037	8,037	34,500	42,430	47,250
Metals						
Total	41	45,163	12,877	39,600	42,500	50,000
Paper						
Total	20	46,231	13,046	36,900	43,000	56,800
Petroleum						
Total	54	51,795	16,970	40,500	50,500	61,000
15-19	15	53,870	18,821	40,500	54,000	63,300

Table 2.2.3 (Continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1994 ACS Salary Survey

INDUSTRY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Pharmaceuticals						
Total	289	49,618	42,654	36,000	44,000	54,000
2-4	57	32,733	6,188	28,250	32,600	36,600
5-9	63	41,349	6,065	36,500	42,000	45,000
10-14	55	45,713	8,273	40,800	45,383	50,020
15-19	35	52,129	9,534	47,000	53,500	55,000
20-24	27	64,740	18,259	51,000	61,370	66,000
25-29	17	63,549	20,334	53,900	60,600	74,000
Plastics						
Total	45	56,417	18,172	42,000	56,300	65,000
Rubber						
Total	33	50,513	14,264	39,875	50,250	61,750
Soaps						
Total	37	52,661	32,131	34,800	42,000	60,000
Other manufactures						
Total	129	47,820	18,937	34,000	42,000	59,500
5-9	36	36,344	7,944	32,000	35,500	40,550
10-14	18	40,555	9,585	33,000	38,200	43,000
15-19	20	51,440	13,229	41,000	48,000	64,150

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.4

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1994 ACS Salary Survey

REGION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Pacific						
Total	166	51,480	23,649	37,500	46,250	59,143
2-4	20	33,081	7,277	29,750	32,500	36,200
5-9	43	41,373	8,322	37,000	41,850	46,500
10-14	26	51,003	9,576	45,000	50,000	59,400
15-19	21	53,767	14,938	45,000	50,000	64,000
25-29	16	63,269	41,577	38,000	56,200	70,850
Mountain						
Total	65	46,929	14,954	34,545	45,100	57,000
5-9	15	38,589	10,636	30,000	35,295	45,000
West North Central						
Total	115	47,095	16,615	35,000	44,500	54,500
5-9	25	38,768	9,255	32,155	35,000	46,000
10-14	21	44,812	13,671	40,000	43,000	46,000
15-19	20	52,675	15,130	42,000	52,000	64,000
20-24	18	56,951	15,996	46,000	51,650	68,000
West South Central						
Total	107	54,268	65,711	34,100	46,767	56,000
5-9	21	41,849	9,600	34,558	41,000	50,000
10-14	23	43,680	10,678	37,500	43,800	50,625
15-19	26	53,364	17,851	40,500	55,000	60,150
East North Central						
Total	366	47,722	18,429	35,000	44,000	57,500
2-4	51	31,648	7,041	27,200	31,000	35,664
5-9	80	37,676	10,569	33,000	36,450	42,000
10-14	70	46,597	9,558	40,014	45,000	52,000
15-19	54	55,472	16,206	44,669	52,000	62,750
20-24	37	61,504	14,778	50,500	59,300	70,000
25-29	21	62,293	15,490	52,000	63,728	74,068
30-34	21	72,430	28,271	51,000	70,000	79,500
East South Central						
Total	48	47,714	16,642	36,600	45,000	54,100
Middle Atlantic						
Total	364	49,082	17,900	37,000	46,000	56,500
2-4	46	32,592	8,238	28,000	33,250	36,200
5-9	79	39,323	7,160	35,000	38,800	44,000
10-14	57	44,656	8,131	39,000	44,800	49,300
15-19	55	55,009	14,676	45,000	51,000	62,650
20-24	35	58,062	18,436	46,500	53,631	61,500
25-29	21	57,340	16,230	49,528	53,900	61,000
30-34	29	61,180	17,236	50,000	60,000	68,000
35-39	18	70,687	21,587	59,500	65,000	75,000
South Atlantic						
Total	245	50,125	19,918	35,000	45,000	62,000
2-4	37	30,872	7,041	26,500	30,084	34,500
5-9	43	39,756	10,323	34,100	39,000	44,000
10-14	43	45,938	10,252	37,000	44,975	54,000
15-19	34	51,355	14,224	42,500	48,000	59,000
20-24	35	64,100	18,768	50,000	65,000	77,500
25-29	18	66,002	17,989	50,000	64,000	80,000

Table 2.2.4 (Continued)

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1994 ACS Salary Survey

REGION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
New England						
Total	106	50,154	31,750	36,000	43,000	56,500
5-9	20	40,978	8,893	33,950	41,500	44,550
10-14	18	44,776	10,036	40,000	43,000	52,500
15-19	17	46,073	12,683	40,000	48,750	55,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.5

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by SUPERVISORY STATUS and YEARS SINCE BS
1994 ACS Salary Survey

SUPERVISORY STATUS & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Nonsupervisory						
Total	681	41,961	13,681	32,000	40,014	50,000
0-1	28	30,198	7,415	25,000	30,500	35,000
2-4	139	30,625	6,981	26,500	30,025	34,000
5-9	159	37,308	7,234	32,000	37,000	43,000
10-14	108	43,370	9,232	37,920	43,000	48,396
15-19	89	48,031	12,397	41,500	47,100	54,000
20-24	51	50,582	12,379	42,000	50,600	58,864
25-29	35	53,823	13,038	46,100	53,900	60,000
30-34	32	55,965	14,203	50,000	54,800	68,250
35-39	25	57,312	17,967	44,007	59,000	70,000
40 or more	15	62,236	19,714	55,000	63,200	75,000
Supervisory						
Total	920	54,643	30,941	40,000	50,000	63,000
2-4	66	39,015	36,511	31,500	34,975	38,950
5-9	187	40,980	10,311	34,574	40,000	47,000
10-14	170	47,344	10,504	40,000	46,250	55,000
15-19	163	55,666	15,771	44,400	54,000	64,000
20-24	125	64,331	18,710	50,200	61,385	75,000
25-29	71	64,957	23,652	52,000	62,500	74,000
30-34	64	72,611	25,697	51,500	69,000	86,500
35-39	36	71,713	22,351	59,500	70,000	80,000
40 or more	28	99,866	125,086	61,000	70,000	85,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.6

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1994 ACS Salary Survey

TOTAL SUBORDINATES & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
None						
Total	681	41,961	13,681	32,000	40,014	50,000
0-1	28	30,198	7,415	25,000	30,500	35,000
2-4	139	30,625	6,981	26,500	30,025	34,000
5-9	159	37,308	7,234	32,000	37,000	43,000
10-14	108	43,370	9,232	37,920	43,000	48,396
15-19	89	48,031	12,397	41,500	47,100	54,000
20-24	51	50,582	12,379	42,000	50,600	58,864
25-29	35	53,823	13,038	46,100	53,900	60,000
30-34	32	55,965	14,203	50,000	54,800	68,250
35-39	25	57,312	17,967	44,007	59,000	70,000
40 or more	15	62,236	19,714	55,000	63,200	75,000
1-2						
Total	286	48,375	22,660	37,000	45,000	55,500
2-4	27	44,750	56,686	31,600	35,000	38,000
5-9	69	37,711	7,467	33,000	37,445	42,000
10-14	64	45,549	9,942	38,400	45,000	53,500
15-19	41	50,956	11,641	42,800	50,860	55,250
20-24	27	57,299	19,772	46,000	50,000	65,000
25-29	24	59,763	13,847	45,000	61,075	70,500
30-34	17	61,471	18,416	48,000	61,000	70,000
3-9						
Total	356	50,547	16,103	39,600	49,000	60,000
2-4	26	34,842	5,828	31,500	34,190	38,700
5-9	76	41,380	9,772	34,558	40,500	48,000
10-14	63	46,254	8,826	40,000	45,000	52,700
15-19	68	52,888	14,101	42,500	52,000	62,650
20-24	50	60,746	15,572	50,460	57,500	66,000
25-29	30	60,077	19,268	44,900	58,450	70,000
30-34	17	59,688	13,905	50,000	56,000	70,000
10-14						
Total	101	58,890	22,897	44,000	56,500	68,500
5-9	15	41,789	7,057	39,750	42,250	45,600
10-14	18	49,343	10,671	42,000	47,800	58,000
15-19	17	58,025	10,529	48,750	58,750	64,500
20-24	19	63,646	16,924	50,000	61,500	73,400
15-29						
Total	98	61,116	23,293	44,500	60,000	77,000
5-9	22	46,845	10,824	42,000	47,400	50,100
10-14	15	52,806	16,357	40,000	54,750	62,000
15-19	16	54,809	17,560	42,750	60,000	67,400
20-24	15	73,728	17,155	59,000	74,212	82,800
30-49						
Total	40	72,961	27,293	55,450	68,826	96,500
50-99						
Total	29	74,341	25,213	53,000	74,000	93,600

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.2.7

SALARIES of BS CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
1994 ACS Salary Survey

EMPLOYER SIZE & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Less than 2,500						
Total	868	47,003	30,775	33,000	42,450	54,000
0-1	18	28,283	14,195	22,000	25,000	31,000
2-4	112	31,785	28,758	24,880	29,110	32,000
5-9	205	37,892	8,372	32,088	37,000	44,000
10-14	149	43,483	9,545	37,450	42,450	48,500
15-19	135	50,324	15,488	40,500	48,000	57,000
20-24	88	58,457	19,479	46,000	52,000	65,000
25-29	55	58,516	27,031	42,358	55,100	68,800
30-34	45	62,665	26,223	48,413	55,000	70,000
35-39	39	61,745	20,290	44,007	62,970	72,000
40 or more	22	99,605	139,499	61,000	69,500	83,200
2,500 or more						
Total	721	51,989	17,898	39,000	50,000	61,152
0-1	20	32,250	6,075	26,250	32,250	37,000
2-4	89	35,467	6,705	31,500	35,000	39,000
5-9	139	41,321	10,030	35,238	41,000	45,000
10-14	127	48,823	9,953	42,000	48,498	54,000
15-19	115	56,090	14,035	47,000	54,000	62,000
20-24	88	62,394	16,751	50,500	61,370	72,000
25-29	51	64,136	12,424	54,800	62,000	74,136
30-34	50	70,729	21,165	53,000	70,000	83,600
35-39	21	70,308	20,658	61,500	68,000	80,000
40 or more	21	72,427	26,390	55,000	66,000	75,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.1

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1994 ACS Salary Survey

WORK SPECIALTY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Biochemistry						
Total	47	52,606	13,802	43,850	49,050	58,000
10-14	17	50,066	10,856	42,000	49,650	55,000
General chemistry						
Total	21	50,035	14,188	42,100	47,750	50,000
Agricultural chem						
Total	40	59,976	20,790	48,000	56,000	69,000
Analytical chem						
Total	249	54,738	14,187	45,000	51,750	63,600
5-9	27	42,267	7,615	37,400	43,750	48,000
10-14	43	47,501	10,699	40,000	45,500	51,400
15-19	53	54,075	11,475	46,900	54,500	60,500
20-24	52	56,176	10,064	50,000	56,000	63,600
25-29	32	61,872	16,302	50,000	60,250	75,000
30-34	22	65,408	15,794	55,200	65,850	74,160
Environmental chem						
Total	106	57,916	20,916	42,000	54,700	69,875
10-14	20	52,961	12,801	45,000	51,000	65,200
15-19	22	55,733	14,357	48,000	54,000	62,500
20-24	27	60,967	24,885	41,000	58,000	75,000
Materials science						
Total	35	63,698	20,911	49,000	60,000	72,000
Medicinal-Pharmaceutical						
Total	76	54,731	14,809	45,700	52,600	61,500
10-14	25	51,897	8,884	45,850	49,370	56,500
Organic chemistry						
Total	113	55,655	19,420	43,100	52,000	63,876
5-9	26	41,319	6,878	37,000	40,962	45,000
10-14	16	51,098	12,130	43,500	50,000	54,000
15-19	15	54,694	9,967	48,000	52,250	56,000
25-29	19	56,838	11,486	50,800	57,000	65,000
Physical chemistry						
Total	19	56,863	13,704	48,000	55,500	64,500
Polymer chemistry						
Total	100	67,606	24,766	52,150	60,120	77,280
10-14	15	49,634	9,508	42,000	49,000	55,000
15-19	23	64,930	16,920	53,900	59,750	76,000
20-24	15	76,343	32,968	58,000	66,000	78,360
Other chemical science						
Total	39	63,532	20,586	48,744	58,250	73,700
Business Admin						
Total	20	78,190	35,003	60,000	68,000	98,500
Other nonchemistry						
Total	37	62,041	20,704	47,900	59,000	70,300

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.2

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1994 ACS Salary Survey

WORK FUNCTION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
R&D Mgt						
Total	107	73,749	21,897	57,000	70,500	85,800
15-19	17	71,346	16,768	60,000	72,000	85,000
20-24	22	70,470	23,133	50,000	64,700	94,600
25-29	15	71,833	20,193	57,000	70,000	90,000
30-34	18	83,996	27,327	65,600	78,740	90,000
35-39	15	88,567	18,848	72,000	85,800	100,000
Basic research						
Total	70	51,382	12,930	42,700	49,740	56,000
5-9	20	41,631	7,040	37,000	41,000	45,700
10-14	18	49,290	7,091	45,000	49,370	53,000
Applied research						
Total	319	55,489	13,561	46,000	54,000	63,000
5-9	51	44,686	6,754	39,400	43,850	50,000
10-14	70	50,262	9,710	43,500	49,000	56,000
15-19	62	55,445	9,648	48,500	54,650	61,560
20-24	46	60,588	10,249	53,400	60,000	67,000
25-29	32	60,141	11,722	53,700	59,325	65,000
30-34	23	70,632	17,147	58,300	70,420	80,340
35-39	20	64,173	17,086	51,000	61,000	71,000
General Mgt						
Total	68	74,675	29,552	54,500	68,600	84,000
15-19	19	64,268	19,525	50,380	59,000	80,000
20-24	16	79,119	35,874	53,000	66,500	86,500
Marketing						
Total	75	59,546	18,509	46,000	58,000	73,440
15-19	16	66,224	19,800	53,000	61,000	76,040
Production						
Total	128	50,812	14,197	40,400	49,400	58,400
5-9	15	44,563	11,464	35,800	44,000	50,300
10-14	25	44,892	8,886	39,180	43,500	48,500
15-19	21	53,225	11,080	48,000	51,200	60,250
20-24	27	52,720	13,663	40,300	50,000	61,000
25-29	17	58,119	16,408	45,000	56,836	70,000
Health & Safety						
Total	47	63,275	22,641	49,000	59,000	71,000
Other lab analysis						
Total	60	46,412	15,114	36,000	43,000	52,162
Consulting						
Total	20	61,966	23,761	49,000	61,500	71,500
Other						
Total	55	59,012	17,588	48,100	55,000	67,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.3

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1994 ACS Salary Survey

INDUSTRY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Analytical serv lab						
Total	61	49,461	14,539	39,255	49,950	59,000
Contract res firm						
Total	28	59,644	26,275	35,200	57,000	71,680
Other nonmanuf						
Total	68	59,327	21,384	45,750	54,450	71,500
10-14	15	53,380	15,353	45,500	48,000	71,000
15-19	15	63,993	19,980	52,000	57,000	72,800
20-24	15	60,073	21,657	45,000	58,000	75,500
Aerospace						
Total	15	54,460	13,463	46,000	52,000	59,000
Other nonmanuf						
Total	51	60,626	20,735	47,000	55,000	72,800
Aerospace						
Total	32	54,975	19,127	45,250	52,050	60,100
Basic chemicals						
Total	33	59,655	17,723	47,000	59,850	68,000
Specialty chems						
Total	112	60,423	22,398	48,000	55,750	69,750
5-9	17	44,302	8,108	38,000	43,000	50,000
10-14	19	47,956	11,554	39,700	48,000	52,300
15-19	18	58,769	11,171	51,500	56,500	65,300
20-24	20	62,217	16,679	51,635	59,000	69,000
Agricultural chems						
Total	35	60,340	12,864	50,000	60,642	71,340
Biochemical prods						
Total	16	52,291	18,741	39,500	48,050	61,000
Coatings						
Total	39	60,347	20,357	45,000	57,000	72,000
Electronics						
Total	21	65,475	25,169	47,045	61,350	75,450
Food						
Total	35	60,253	22,937	45,100	54,300	69,000
Instruments						
Total	25	56,491	15,657	44,000	52,500	63,500
Medical devices						
Total	35	60,364	20,274	48,000	56,000	66,427
Metals						
Total	17	52,595	18,749	43,514	49,540	60,080
Petroleum						
Total	20	67,568	21,192	50,000	62,250	80,120
Pharmaceuticals						
Total	231	55,919	13,831	46,000	53,900	65,000
5-9	41	44,685	6,440	40,962	43,775	47,200
10-14	51	52,314	9,144	45,960	49,740	57,000
15-19	44	55,589	14,668	46,000	54,000	60,250
20-24	37	61,136	13,386	51,400	61,000	67,000
25-29	35	65,050	11,445	55,000	65,000	74,000

Table 2.3.3 (Continued)

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1994 ACS Salary Survey

INDUSTRY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Plastics						
Total	41	65,273	25,999	50,000	57,600	71,540
Rubber						
Total	15	58,909	15,403	48,000	55,536	75,000
Other manufactures						
Total	106	60,344	22,256	47,900	56,836	67,600
15-19	16	60,596	21,341	51,190	57,000	70,000
20-24	17	54,172	12,511	47,900	58,000	62,500
25-29	21	69,585	31,526	55,000	64,500	72,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.4

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1994 ACS Salary Survey

REGION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Pacific						
Total	98	56,903	17,611	44,000	55,000	64,750
5-9	15	43,734	8,035	39,400	43,000	45,000
10-14	24	53,195	15,588	41,500	49,000	60,000
15-19	25	60,151	17,107	55,000	57,000	64,000
20-24	19	63,795	21,161	51,000	62,000	78,000
Mountain						
Total	24	51,276	13,058	44,000	52,000	60,000
West North Central						
Total	67	53,184	18,342	40,400	50,000	61,500
15-19	15	52,811	17,340	42,000	49,000	59,000
West South Central						
Total	56	59,178	20,596	46,000	51,900	72,000
East North Central						
Total	242	58,215	19,268	47,000	53,000	66,000
5-9	27	42,676	8,154	37,000	43,000	46,000
10-14	42	50,476	9,792	45,960	49,000	54,318
15-19	44	56,775	9,481	50,190	55,018	63,750
20-24	41	63,622	25,383	48,550	55,500	67,717
25-29	37	63,274	16,252	50,000	65,000	72,000
30-34	19	67,658	18,922	57,000	67,750	78,740
35-39	17	64,555	14,741	52,500	64,000	75,000
East South Central						
Total	31	53,754	17,127	42,200	50,000	61,000
Middle Atlantic						
Total	220	61,031	20,532	48,000	56,950	70,000
5-9	20	45,154	7,289	41,500	45,200	50,000
10-14	41	52,703	11,345	45,000	50,000	57,000
15-19	31	57,234	13,176	48,000	55,000	63,500
20-24	40	61,478	14,115	51,700	60,000	69,350
25-29	30	64,467	24,764	54,000	60,250	70,000
30-34	26	79,459	28,657	59,000	79,000	99,000
35-39	17	68,312	24,177	50,000	59,600	85,000
South Atlantic						
Total	127	57,778	18,806	42,600	55,500	69,600
5-9	23	42,835	8,773	38,500	40,880	50,000
10-14	24	49,755	12,698	41,500	48,000	54,500
15-19	28	62,867	17,550	51,000	61,000	74,400
20-24	18	62,889	17,612	53,900	60,000	68,500
New England						
Total	78	60,976	20,118	47,698	57,750	67,000
10-14	17	48,081	6,135	44,000	47,200	52,925
20-24	16	59,113	22,199	45,500	59,000	65,950

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.5

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by SUPERVISORY STATUS and YEARS SINCE BS
1994 ACS Salary Survey

SUPERVISORY STATUS & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Nonsupervisory						
Total	318	49,694	12,299	42,000	48,500	58,000
5-9	66	40,024	6,505	36,000	40,962	44,000
10-14	71	47,374	8,407	42,000	47,000	51,000
15-19	57	53,812	13,049	46,000	52,000	59,750
20-24	40	53,077	10,553	48,000	53,770	60,000
25-29	31	56,038	12,278	48,500	58,500	63,000
30-34	21	57,417	16,001	49,650	59,500	68,000
Supervisory						
Total	635	62,813	20,937	49,868	58,676	72,000
5-9	51	46,960	9,707	40,000	47,500	52,600
10-14	107	52,652	12,599	45,000	50,000	60,000
15-19	127	60,281	15,867	50,000	57,000	67,680
20-24	123	64,421	21,418	50,000	60,620	72,000
25-29	92	67,440	20,897	53,750	67,000	76,000
30-34	64	77,306	23,782	58,400	72,690	94,000
35-39	43	74,492	21,942	59,600	70,000	88,000
40 or more	25	72,115	30,684	52,300	63,250	83,700

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.6

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1994 ACS Salary Survey

TOTAL SUBORDINATES & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
None						
Total	318	49,694	12,299	42,000	48,500	58,000
5-9	66	40,024	6,505	36,000	40,962	44,000
10-14	71	47,374	8,407	42,000	47,000	51,000
15-19	57	53,812	13,049	46,000	52,000	59,750
20-24	40	53,077	10,553	48,000	53,770	60,000
25-29	31	56,038	12,278	48,500	58,500	63,000
30-34	21	57,417	16,001	49,650	59,500	68,000
1-2						
Total	214	57,287	14,736	47,000	55,000	67,000
5-9	23	46,337	7,510	40,000	46,500	52,600
10-14	39	48,699	9,302	42,800	47,250	55,000
15-19	44	56,605	10,545	48,000	55,000	64,500
20-24	33	59,731	12,121	52,000	60,000	67,750
25-29	32	61,737	11,584	54,000	65,000	69,680
30-34	15	68,842	13,395	61,000	68,500	74,160
35-39	17	64,608	19,951	50,000	60,000	74,460
3-9						
Total	242	61,134	17,430	50,000	58,400	71,000
5-9	18	46,835	8,040	42,600	48,000	50,000
10-14	47	56,130	13,189	45,000	54,000	67,600
15-19	41	58,295	14,544	50,720	57,000	64,000
20-24	49	59,990	14,554	50,000	56,400	67,000
25-29	32	63,617	19,241	47,434	65,000	74,500
30-34	34	74,552	20,529	58,000	72,500	94,000
10-14						
Total	71	64,000	19,455	50,000	61,000	75,580
15-19	18	59,506	13,267	50,380	59,300	65,000
15-29						
Total	52	69,494	24,746	52,000	63,400	82,560
30-49						
Total	27	67,369	25,183	49,000	63,000	94,600
50-99						
Total	16	80,162	22,802	59,900	82,000	97,250

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.3.7

SALARIES of MS CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
1994 ACS Salary Survey

EMPLOYER SIZE & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Less than 2,500						
Total	455	56,243	21,442	42,500	51,650	64,750
5-9	55	41,209	9,479	35,000	41,800	46,000
10-14	95	48,038	12,259	40,000	46,000	52,925
15-19	90	58,490	18,319	48,000	55,000	65,000
20-24	78	61,602	25,119	48,000	55,500	66,214
25-29	55	63,102	22,233	50,000	62,000	75,000
30-34	32	66,136	23,272	50,000	63,500	80,580
35-39	30	66,608	23,232	50,000	62,000	73,000
2,500 or more						
Total	490	60,548	17,428	48,466	58,000	70,000
5-9	62	44,641	7,684	39,400	43,700	48,000
10-14	81	53,423	9,631	46,313	50,428	60,000
15-19	92	58,194	11,879	50,000	56,000	65,500
20-24	82	61,774	14,043	52,000	61,300	70,000
25-29	68	65,750	17,437	52,700	65,000	74,000
30-34	52	77,294	23,151	60,500	72,190	94,025
35-39	27	75,482	18,218	62,000	72,000	88,000
40 or more	21	69,877	18,402	58,000	69,072	74,600

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.1

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1994 ACS Salary Survey

WORK SPECIALTY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Biochemistry						
Total	191	74,761	26,667	58,700	70,000	84,000
10-14	46	59,462	14,889	53,000	57,300	63,000
15-19	46	71,918	13,917	63,500	71,000	81,600
20-24	36	79,858	27,213	68,800	74,750	89,000
25-29	24	84,828	27,718	63,235	79,000	96,200
30-34	15	92,289	29,172	72,900	87,000	100,000
General chemistry						
Total	41	82,147	31,068	62,200	73,650	95,500
Agricultural chemistry						
Total	78	78,676	32,419	62,000	72,000	84,000
15-19	18	74,005	22,012	61,520	69,500	75,000
Analytical chemistry						
Total	380	68,467	17,132	55,160	66,000	78,000
5-9	33	55,051	7,621	50,200	55,000	58,000
10-14	89	58,644	8,958	53,000	58,080	63,800
15-19	72	67,118	13,538	57,046	67,550	78,050
20-24	72	71,588	15,493	60,000	72,225	81,650
25-29	58	79,195	17,994	69,250	77,500	89,750
30-34	32	78,708	21,038	64,500	74,500	88,490
35-39	16	81,091	21,752	64,050	83,500	94,500
Environmental chemistry						
Total	108	76,985	27,181	60,000	72,450	90,000
15-19	16	67,762	28,504	46,500	68,300	73,550
20-24	21	77,033	15,967	66,000	75,000	84,500
25-29	23	92,096	35,675	70,800	84,000	108,000
30-34	15	77,601	19,216	60,000	78,000	93,000
Inorganic chemistry						
Total	80	70,606	23,294	57,348	63,500	77,000
10-14	24	57,019	8,122	52,000	58,000	61,850
15-19	16	67,485	12,449	60,000	65,250	72,500
Materials science						
Total	136	74,368	18,371	60,000	72,150	84,000
10-14	26	60,406	4,936	55,300	60,040	65,000
15-19	28	70,793	13,894	60,000	67,000	79,893
20-24	20	73,131	20,139	63,750	74,720	82,500
25-29	15	82,693	19,270	72,000	78,000	100,000
30-34	22	84,752	20,570	75,000	77,000	99,000
35-39	15	87,837	16,037	78,000	86,000	100,600
Medicinal-Pharmaceutical						
Total	275	79,485	29,468	62,000	72,000	90,000
5-9	20	56,810	9,013	54,600	58,000	61,150
10-14	68	64,322	10,504	58,000	63,000	68,400
15-19	63	73,564	18,008	63,500	70,000	84,400
20-24	51	82,990	23,647	72,000	82,200	94,000
25-29	30	95,544	23,164	75,800	97,000	110,000
30-34	23	120,669	58,447	85,000	105,000	140,000

Table 2.4.1 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK SPECIALTY and YEARS SINCE BS
1994 ACS Salary Survey

WORK SPECIALTY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Organic chemistry						
Total	386	74,556	23,560	60,000	70,000	84,000
5-9	26	53,070	4,827	49,000	53,891	56,700
10-14	62	61,020	9,294	55,000	60,000	65,000
15-19	85	69,344	13,030	62,000	67,750	75,000
20-24	66	75,908	15,857	66,600	75,000	85,000
25-29	59	81,787	29,423	65,000	80,000	93,000
30-34	45	91,446	30,691	72,450	84,000	102,600
35-39	28	82,027	21,610	67,900	85,000	92,000
40 or more	15	100,471	38,668	78,000	86,500	116,000
Physical chemistry						
Total	127	75,762	19,099	63,000	73,225	86,893
10-14	18	59,397	8,615	56,000	58,800	65,000
15-19	16	71,831	16,083	62,250	67,900	79,000
20-24	28	78,984	12,955	71,025	75,000	88,000
25-29	22	82,289	18,944	70,100	78,367	93,000
30-34	18	83,661	26,396	73,200	76,840	96,000
35-39	15	80,065	15,102	72,800	78,500	88,000
Polymer chemistry						
Total	361	76,330	21,463	62,000	70,000	84,750
5-9	22	57,619	7,008	53,500	56,250	61,000
10-14	60	61,046	9,222	53,600	60,800	65,472
15-19	70	67,415	9,513	60,000	68,000	72,000
20-24	50	78,277	23,735	67,000	70,300	88,000
25-29	56	84,053	21,574	68,000	80,600	96,000
30-34	49	89,470	21,881	75,162	83,000	100,850
35-39	26	85,715	21,890	68,100	83,500	100,000
40 or more	28	94,774	22,751	80,000	98,000	108,650
Other chemical science						
Total	78	80,261	27,582	63,500	72,260	86,940
15-19	18	70,499	13,835	65,000	70,000	74,500
Business Administration						
Total	49	101,677	41,888	79,800	93,000	113,000
Computer science						
Total	29	72,406	17,797	62,200	67,100	80,000
Other nonchemistry						
Total	85	90,292	27,750	70,000	89,000	105,000
20-24	19	95,147	24,768	82,000	90,000	104,000
25-29	20	82,985	18,220	65,000	84,225	95,500
30-34	18	105,221	29,411	90,000	101,000	116,500

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.2

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1994 ACS Salary Survey

WORK FUNCTION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
R&D Mgt						
Total	551	92,810	29,779	75,000	88,000	105,000
10-14	45	69,751	16,570	60,000	65,400	80,000
15-19	101	80,348	17,161	70,000	79,000	90,000
20-24	123	89,296	23,793	77,000	88,000	100,000
25-29	107	96,335	28,432	78,000	93,400	108,000
30-34	100	108,361	35,479	85,000	100,250	127,000
35-39	41	101,549	19,802	87,360	95,000	110,000
40 or more	27	120,128	47,240	90,000	109,300	127,000
Basic research						
Total	275	71,015	16,140	60,000	68,400	80,000
5-9	24	56,383	5,583	53,140	55,560	60,000
10-14	74	60,962	7,406	56,000	62,000	65,000
15-19	63	70,139	11,849	63,000	70,000	78,000
20-24	47	75,043	13,380	66,000	74,500	86,000
25-29	28	82,292	18,981	69,455	76,850	94,500
30-34	23	83,465	14,207	74,000	84,000	93,883
Applied research						
Total	1160	67,794	15,575	57,800	65,000	75,000
5-9	107	55,627	7,006	52,000	55,000	59,000
10-14	276	59,091	7,655	55,000	59,000	64,000
15-19	243	65,788	10,488	60,000	65,000	70,700
20-24	185	71,238	12,813	64,848	70,000	78,650
25-29	131	74,878	16,041	63,000	75,000	84,000
30-34	102	78,844	21,923	65,000	75,000	88,476
35-39	75	79,006	16,919	67,900	76,600	89,000
40 or more	40	84,893	22,727	70,000	82,000	99,500
General Mgt						
Total	100	101,287	46,833	71,500	85,250	120,000
20-24	15	85,213	30,932	60,000	84,000	100,500
25-29	26	93,070	35,182	66,072	84,345	109,000
30-34	22	126,644	61,603	75,323	113,500	170,000
Marketing						
Total	80	76,842	21,707	62,856	75,000	89,000
25-29	22	91,615	26,513	75,200	84,250	100,000
Production						
Total	80	68,842	23,618	55,000	64,900	81,500
15-19	16	67,879	16,922	56,400	67,026	80,000
20-24	15	72,557	25,007	58,000	67,000	75,000
25-29	19	75,157	24,446	57,300	73,000	93,000
Health & Safety						
Total	43	84,219	26,614	66,000	81,000	97,000

Table 2.4.2 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by WORK FUNCTION and YEARS SINCE BS
1994 ACS Salary Survey

WORK FUNCTION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Other lab analysis						
Total	43	56,773	16,860	40,000	58,000	68,400
Consulting						
Total	32	78,380	26,697	60,000	70,000	96,000
Other						
Total	94	75,640	21,136	63,029	70,000	85,000
20-24	19	74,190	23,649	58,000	69,227	85,000
25-29	17	70,962	13,478	64,000	68,760	71,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.3

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1994 ACS Salary Survey

INDUSTRY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Analytical serv lab						
Total	54	61,348	23,257	45,000	59,000	75,150
15-19	15	54,754	17,798	45,000	51,000	71,500
Contract res firm						
Total	109	69,434	19,317	57,000	66,000	83,000
10-14	17	55,015	8,199	49,000	56,000	59,000
15-19	23	60,938	14,751	52,000	58,000	75,000
20-24	13	77,692	11,663	66,500	77,950	88,250
25-29	23	72,076	15,492	62,232	70,000	83,000
Other nonmanuf						
Total	109	71,777	23,562	56,000	67,500	78,000
10-14	17	57,029	8,364	51,000	55,000	61,000
20-24	19	73,931	15,292	65,000	67,500	78,000
25-29	20	83,195	24,859	68,450	73,500	103,000
30-34	16	72,229	17,366	60,000	72,800	79,000
Aerospace						
Total	38	76,135	18,394	60,100	69,750	90,000
Basic chemicals						
Total	162	76,221	21,081	60,000	72,000	87,400
10-14	27	59,851	6,060	55,000	58,800	63,000
15-19	30	67,379	11,644	60,000	67,500	74,500
20-24	25	71,770	14,329	62,856	69,000	78,300
25-29	31	85,876	15,610	73,000	85,000	96,500
30-34	15	89,563	21,382	75,000	84,000	110,900
35-39	19	94,282	23,478	82,440	95,000	103,000
Specialty chems						
Total	346	74,508	23,016	60,180	70,000	83,000
5-9	19	55,716	4,530	52,000	56,200	58,000
10-14	64	60,133	8,795	53,412	60,500	64,750
15-19	61	69,388	10,212	62,500	70,000	73,000
20-24	57	73,296	13,912	66,300	72,000	81,000
25-29	57	83,763	31,282	67,656	75,200	96,000
30-34	51	86,174	26,374	72,000	82,500	101,000
35-39	20	86,183	19,796	68,100	82,500	103,500
40 or more	17	93,981	35,662	78,000	89,000	103,000
Agricultural chems						
Total	87	76,955	27,952	61,520	70,400	81,000
15-19	17	71,809	21,121	62,000	67,000	72,333
20-24	23	75,045	18,072	66,000	72,850	82,000
Biochemical prods						
Total	43	75,174	21,973	60,100	69,400	82,000
Coatings						
Total	79	69,168	21,327	56,000	64,000	76,800
15-19	18	64,343	7,983	58,000	65,000	67,500
Electronics						
Total	62	78,580	18,081	64,000	78,000	91,000
15-19	19	70,158	15,324	58,000	64,600	81,000
Food						
Total	57	75,197	33,453	59,500	68,600	85,600
Instruments						
Total	65	67,361	16,562	55,000	67,000	80,000
15-19	16	67,556	11,119	60,468	66,500	70,600

Table 2.4.3 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by INDUSTRY and YEARS SINCE BS
1994 ACS Salary Survey

INDUSTRY & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Medical devices						
Total	112	75,908	28,050	58,080	70,000	85,000
10-14	22	56,369	9,363	47,000	57,750	65,000
20-24	25	74,756	13,543	66,400	76,700	82,300
25-29	22	95,104	33,053	78,000	85,050	104,600
30-34	16	94,427	38,054	70,000	80,000	100,000
Metals						
Total	20	79,727	36,271	55,200	75,000	86,120
Paper						
Total	33	69,115	20,333	57,200	65,000	75,000
Petroleum						
Total	99	87,988	29,981	68,900	87,840	99,300
10-14	16	65,074	7,379	60,000	63,500	67,980
20-24	24	84,980	14,499	72,600	87,840	95,280
30-34	18	102,741	12,791	98,000	102,600	108,000
Pharmaceuticals						
Total	589	79,074	28,132	62,000	72,100	89,000
5-9	48	58,276	6,372	54,350	57,750	60,000
10-14	150	63,668	11,466	57,000	63,000	67,900
15-19	136	75,830	14,668	65,000	74,000	83,664
20-24	104	82,177	24,850	68,925	80,000	93,000
25-29	59	93,561	21,921	77,000	90,500	105,000
30-34	56	110,906	48,866	85,000	100,000	129,500
35-39	20	90,237	18,183	80,200	89,592	103,000
40 or more	15	118,412	47,052	87,000	103,000	125,000
Plastics						
Total	117	80,509	23,285	63,000	77,860	91,410
10-14	23	60,563	8,698	55,200	60,000	63,000
15-19	16	72,078	11,612	64,300	70,000	80,000
20-24	15	89,564	32,303	70,000	78,500	94,010
25-29	19	86,389	18,723	70,000	84,000	99,000
30-34	17	98,557	20,243	80,000	95,400	110,300
Rubber						
Total	34	72,912	20,229	61,320	68,400	84,000
Soaps						
Total	49	76,720	22,638	60,500	70,000	85,000
Other manufactures						
Total	202	75,745	24,419	60,000	72,000	82,028
10-14	27	59,180	8,598	53,600	60,000	65,000
15-19	37	66,548	14,785	57,000	65,000	76,000
20-24	42	79,663	21,213	69,228	75,300	88,000
25-29	26	77,290	15,909	70,000	75,000	88,000
30-34	29	90,754	37,591	74,000	77,500	88,476
35-39	18	85,640	21,564	72,000	79,360	91,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.4

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1994 ACS Salary Survey

GEOGRAPHIC REGION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Pacific						
Total	301	79,689	29,025	60,000	73,258	93,700
5-9	25	55,490	7,492	52,500	56,500	60,000
10-14	52	59,858	10,582	52,250	60,000	66,000
15-19	56	71,966	17,732	60,000	70,750	79,000
20-24	57	84,469	21,804	69,500	79,500	94,350
25-29	41	87,161	33,497	68,500	84,000	100,000
30-34	43	96,416	30,604	76,800	97,500	107,000
35-39	16	101,020	32,505	78,060	90,500	117,000
Mountain						
Total	55	68,257	20,641	57,046	65,000	80,640
West North Central						
Total	125	72,060	24,304	54,600	68,000	82,000
10-14	27	58,096	11,447	49,000	55,945	63,600
15-19	21	66,615	12,465	55,000	66,000	70,000
20-24	25	68,950	17,660	57,600	69,000	78,000
West South Central						
Total	185	73,103	20,756	58,400	67,700	87,000
5-9	15	56,060	3,879	53,000	56,500	60,000
10-14	34	58,864	6,726	53,000	58,600	61,500
15-19	32	64,488	13,654	58,000	65,170	74,000
20-24	30	74,261	14,919	64,000	72,300	81,000
25-29	27	80,441	19,064	62,820	80,500	92,000
30-34	24	93,930	20,901	78,162	93,160	106,500
East North Central						
Total	483	75,699	26,622	60,000	70,400	84,000
5-9	27	54,657	5,878	52,000	55,400	58,500
10-14	76	59,316	7,975	53,975	60,000	65,000
15-19	114	72,223	13,988	63,000	69,592	80,000
20-24	93	75,721	22,541	64,290	71,153	84,200
25-29	74	84,443	22,486	71,550	82,900	99,500
30-34	59	97,714	50,068	71,000	80,260	110,300
35-39	30	85,447	15,833	75,000	87,180	95,000
East South Central						
Total	52	68,351	21,759	57,000	63,100	72,400
Middle Atlantic						
Total	648	77,305	24,788	62,000	72,000	87,500
5-9	37	54,285	8,610	51,400	55,000	58,000
10-14	121	61,897	8,371	56,950	62,000	66,000
15-19	131	68,975	11,365	61,360	68,120	75,000
20-24	114	79,818	17,440	69,550	79,750	90,500
25-29	94	88,046	25,348	72,000	80,150	100,000
30-34	75	92,492	26,409	75,000	89,000	108,000
35-39	50	87,394	25,015	69,000	84,000	104,450
40 or more	25	113,978	53,887	82,800	97,000	120,500
South Atlantic						
Total	361	75,068	24,615	60,000	70,000	85,000
5-9	19	53,917	6,684	48,000	53,781	59,000
10-14	66	60,491	9,375	56,000	60,000	65,000
15-19	60	68,713	17,835	58,600	67,000	75,000
20-24	68	72,358	14,515	63,000	70,000	82,000
25-29	53	83,321	23,669	68,100	78,000	95,000
30-34	55	90,264	36,780	72,000	80,000	104,500
35-39	26	90,655	22,788	78,000	89,680	100,000

Table 2.4.4 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by GEOGRAPHIC REGION and YEARS SINCE BS
1994 ACS Salary Survey

GEOGRAPHIC REGION & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
New England						
Total	232	76,205	22,814	63,200	72,000	85,000
10-14	52	63,554	14,827	55,000	60,500	68,200
15-19	46	74,735	16,542	66,000	71,500	80,286
20-24	35	79,956	23,072	69,000	75,000	90,000
25-29	42	82,896	21,287	68,760	78,930	95,000
30-34	20	99,067	37,418	77,610	89,290	100,850

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.5

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by SUPERVISORY STATUS and YEARS SINCE BS
1994 ACS Salary Survey

SUPERVISORY STATUS & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Nonsupervisory						
Total	497	65,824	16,755	55,000	62,000	73,000
5-9	55	53,528	6,699	52,000	54,000	57,000
10-14	112	56,319	8,150	52,000	56,000	61,000
15-19	79	61,187	11,376	54,000	61,100	68,000
20-24	73	68,682	12,327	60,000	68,500	75,000
25-29	64	71,215	16,829	60,350	69,750	82,050
30-34	57	78,316	20,803	64,000	73,000	90,000
35-39	38	83,799	19,919	68,000	82,440	98,700
40 or more	18	77,189	19,525	64,500	81,600	84,000
Supervisory						
Total	1969	78,526	26,376	62,000	72,900	89,000
5-9	97	56,181	8,261	52,000	56,500	61,000
10-14	339	61,873	10,160	56,000	61,000	66,000
15-19	406	71,792	15,025	63,000	70,000	79,000
20-24	367	79,158	20,851	67,000	76,000	89,000
25-29	303	87,351	25,838	70,900	84,000	100,000
30-34	246	96,726	36,789	75,000	89,000	107,000
35-39	128	88,949	24,992	73,000	86,000	102,000
40 or more	83	101,662	41,821	78,900	97,000	115,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.6

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1994 ACS Salary Survey

TOTAL SUBORDINATES & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
None						
Total	497	65,824	16,755	55,000	62,000	73,000
5-9	55	53,528	6,699	52,000	54,000	57,000
10-14	112	56,319	8,150	52,000	56,000	61,000
15-19	79	61,187	11,376	54,000	61,100	68,000
20-24	73	68,682	12,327	60,000	68,500	75,000
25-29	64	71,215	16,829	60,350	69,750	82,050
30-34	57	78,316	20,803	64,000	73,000	90,000
35-39	38	83,799	19,919	68,000	82,440	98,700
40 or more	18	77,189	19,525	64,500	81,600	84,000
1-2						
Total	785	68,371	15,719	58,043	65,840	75,450
5-9	61	55,196	7,122	50,200	56,000	60,000
10-14	196	60,066	7,396	55,500	60,000	65,000
15-19	168	66,342	10,526	60,000	65,600	72,000
20-24	123	71,807	13,784	64,690	70,100	80,000
25-29	91	75,391	14,949	68,000	75,000	84,450
30-34	76	80,469	18,676	72,000	79,000	89,000
35-39	43	79,050	22,750	66,050	76,000	90,000
40 or more	27	82,420	27,390	66,000	80,279	101,000
3-9						
Total	658	74,702	18,089	63,000	72,247	84,400
5-9	28	56,396	9,499	51,930	55,600	61,900
10-14	109	62,166	9,197	55,000	62,000	68,000
15-19	152	71,615	14,298	63,000	70,000	79,000
20-24	150	76,003	15,566	66,000	75,000	85,200
25-29	92	82,640	20,182	70,000	80,000	95,000
30-34	61	86,399	22,644	74,000	84,500	100,150
35-39	40	84,264	16,375	71,500	84,000	95,000
40 or more	26	87,492	18,043	79,800	85,000	100,000
10-14						
Total	162	81,234	17,505	70,000	80,500	92,000
10-14	19	69,674	14,335	58,000	73,000	80,000
15-19	44	80,506	15,463	70,000	80,000	89,000
20-24	25	80,902	12,469	72,450	81,000	88,000
25-29	34	83,102	19,845	75,000	84,000	95,000
30-34	19	86,684	14,586	74,700	90,000	100,000
15-29						
Total	175	89,907	23,934	73,000	90,000	105,000
15-19	23	77,452	14,193	72,000	75,000	83,290
20-24	40	91,925	23,275	80,000	92,820	105,000
25-29	39	93,062	18,709	80,300	99,192	106,000
30-34	39	96,412	28,463	77,500	96,000	106,000
30-49						
Total	72	99,645	23,682	85,000	96,570	113,500
25-29	20	100,025	22,419	81,650	97,800	112,500

Table 2.4.6 (Continued)

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by TOTAL SUBORDINATES and YEARS SINCE BS
1994 ACS Salary Survey

TOTAL SUBORDINATES & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
50-99						
Total	65	119,954	36,506	93,100	113,000	140,000
25-29	18	118,998	31,248	89,550	117,000	132,000
30-34	20	129,389	49,798	100,000	125,000	170,000
100 or more						
Total	52	155,111	51,428	120,000	144,000	175,000
30-34	17	163,338	58,527	127,000	148,500	180,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 2.4.7

SALARIES of PhD CHEMISTS employed FULL-TIME in INDUSTRY
by EMPLOYER SIZE and YEARS SINCE BS
1994 ACS Salary Survey

EMPLOYER SIZE & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Less than 2,500						
Total	846	72,197	26,814	55,000	67,100	82,800
5-9	52	51,271	9,195	45,000	51,200	56,750
10-14	168	58,150	11,933	51,000	56,000	63,600
15-19	163	68,691	17,821	58,000	67,300	78,000
20-24	148	75,207	24,547	60,000	72,000	86,000
25-29	133	80,137	28,097	63,000	73,000	95,000
30-34	98	88,168	37,281	68,000	80,000	104,000
35-39	46	79,481	24,351	62,600	74,000	90,000
40 or more	38	90,802	43,425	60,000	84,000	109,300
2,500 or more						
Total	1603	78,015	24,242	62,000	72,100	88,000
5-9	100	57,275	6,094	53,550	56,600	60,000
10-14	278	61,817	8,307	57,000	60,850	65,400
15-19	318	70,902	13,312	62,000	69,000	77,870
20-24	290	78,648	17,239	68,000	75,537	88,400
25-29	232	87,061	23,226	72,000	83,500	97,000
30-34	203	95,961	33,965	74,900	88,476	107,000
35-39	119	90,724	23,166	76,000	88,500	103,500
40 or more	62	101,544	37,725	80,279	96,000	110,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 3.1.1

SALARIES of GOVERNMENTAL CHEMISTS employed FULL-TIME
by DEGREE and YEARS SINCE BS
1994 ACS Salary Survey

HIGHEST DEGREE & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
BS						
Total	144	46,068	14,093	35,000	45,276	53,238
10-14	30	41,768	10,963	32,739	38,800	49,900
20-24	28	49,618	11,621	39,873	50,341	59,640
30-34	19	53,044	13,762	44,312	50,000	56,576
MS						
Total	123	52,927	16,146	40,000	52,385	64,500
15-19	21	52,418	12,856	39,000	55,000	60,650
25-29	26	56,699	14,255	45,325	56,000	68,334
30-34	18	62,039	10,690	56,414	61,500	67,874
35-39	19	57,079	24,478	36,000	52,385	76,000
PhD						
Total	328	64,867	15,530	53,703	63,950	75,000
10-14	41	52,888	10,046	46,752	51,000	61,000
15-19	50	59,698	9,655	53,000	60,000	66,000
20-24	51	61,749	14,530	50,000	58,800	70,800
25-29	55	68,289	15,694	57,000	66,000	80,989
30-34	57	71,332	13,543	62,000	72,000	83,652
35-39	36	68,854	17,937	54,801	68,940	85,000
40 or more	30	76,841	13,868	67,000	74,391	86,323

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.1.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by CONTRACT STATUS and RANK
1994 ACS Salary Survey

CONTRACT STATUS & RANK	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
9-10 month						
Full professor	535	61,122	17,018	50,000	58,000	70,000
Assoc professor	222	44,632	8,691	39,100	42,906	50,500
Asst professor	176	37,499	6,956	33,000	36,234	40,750
Instructor	30	33,736	11,158	26,400	31,500	38,000
No ranks	22	40,450	8,641	34,000	40,000	44,980
11-12 month						
Full professor	215	88,632	28,097	69,900	83,000	105,000
Assoc professor	56	59,084	17,540	48,719	56,000	67,700
Asst professor	52	46,574	16,788	36,900	45,500	50,215
Instructor	34	45,312	19,907	31,300	41,300	56,000
Research appt	87	44,560	34,454	32,000	39,000	53,000
Other nonfaculty	39	53,350	21,720	36,000	47,300	62,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.2.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and YEARS SINCE PhD - 9 or 10 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & YEARS SINCE PHD	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Full professor						
Total	533	61,017	16,923	50,000	58,000	69,000
10-14	18	55,644	10,730	47,500	54,000	62,000
15-19	67	58,345	14,152	52,176	57,000	65,000
20-24	103	58,817	17,100	48,000	56,250	65,300
25-29	143	60,092	16,298	50,040	55,700	66,000
30-34	148	62,730	16,701	51,000	60,000	72,500
35-39	32	68,983	21,539	55,000	64,000	77,624
40+	17	74,088	17,998	62,000	69,000	91,000
Assoc professor						
Total	222	44,632	8,691	39,100	42,906	50,500
5-9	42	44,057	9,566	37,000	43,000	46,000
10-14	66	45,255	7,760	40,000	42,186	51,000
15-19	37	42,965	7,423	37,945	42,000	47,500
20-24	30	42,813	9,968	37,579	42,406	49,000
25-29	26	48,337	6,728	42,000	47,153	54,000
30-34	15	46,177	12,327	35,600	43,500	57,600
Asst professor						
Total	176	37,499	6,956	33,000	36,234	40,750
2-4	43	35,629	5,724	32,000	34,500	38,167
5-9	89	38,528	7,089	33,600	37,000	42,000
10-14	17	37,697	9,197	33,000	35,000	41,000
Instructor						
Total	30	33,736	11,158	26,400	31,500	38,000
No ranks						
Total	22	40,450	8,641	34,000	40,000	44,980

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.2.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and YEARS SINCE PhD - 11 or 12 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & YEARS SINCE PHD	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Full professor						
Total	215	88,632	28,097	69,900	83,000	105,000
15-19	16	84,051	25,732	69,750	78,500	103,150
20-24	43	83,944	32,693	62,000	78,000	97,000
25-29	71	86,530	24,928	69,984	84,000	100,000
30-34	44	90,329	23,240	74,342	88,000	103,750
35-39	24	88,957	24,281	65,000	84,609	109,000
Assoc professor						
Total	56	59,084	17,540	48,719	56,000	67,700
10-14	15	60,774	13,442	52,000	56,000	65,050
Asst professor						
Total	52	46,574	16,788	36,900	45,500	50,215
5-9	20	44,110	7,272	40,020	43,279	50,000
Instructor						
Total	34	45,312	19,907	31,300	41,300	56,000
Research appt						
Total	85	44,538	34,768	32,300	39,000	53,000
2-4	19	46,063	70,592	23,500	30,000	37,000
5-9	16	41,175	10,605	36,250	39,350	46,900
10-14	18	47,540	14,078	38,000	43,857	57,000
Other nonfaculty						
Total	39	53,350	21,720	36,000	47,300	62,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.3.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and ACADEMIC WORK FUNCTION - 9 or 10 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & WORK FUNCTION	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Teaching						
Full professor	347	55,580	13,406	47,000	54,000	61,000
Assoc professor	143	42,566	8,171	37,000	41,000	46,806
Asst professor	117	34,726	4,963	32,000	34,000	37,100
Instructor	25	30,661	6,381	25,000	30,600	34,000
No ranks	22	40,450	8,641	34,000	40,000	44,980
Research						
Full professor	61	74,117	22,653	61,000	67,500	85,000
Assoc professor	32	50,447	9,922	41,387	47,000	59,750
Asst professor	28	44,192	6,654	38,500	43,500	51,000
Administration						
Full professor	19	69,089	18,412	55,690	65,000	73,225

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.3.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and ACADEMIC WORK FUNCTION - 11 or 12 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & WORK FUNCTION	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Teaching						
Full professor	27	63,349	20,011	50,000	65,000	76,228
Instructor	16	46,117	21,255	31,986	41,300	53,500
Research						
Full professor	59	95,264	27,606	75,000	94,000	108,000
Assoc professor	19	61,695	22,672	48,365	56,000	80,000
Asst professor	31	45,516	7,195	43,000	46,500	50,000
Instructor	12	43,775	21,129	32,650	39,000	50,500
Research appt	80	44,322	35,599	32,150	38,850	51,500
Administration						
Full professor	58	94,776	27,959	75,000	86,500	115,000
Other nonfaculty	17	66,064	23,664	45,000	60,600	88,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.4.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SPECIALTY - 9 or 10 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & WORK SPECIALTY	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Biochemistry						
Full professor	46	62,766	19,423	48,000	60,000	70,000
Assoc professor	24	42,319	8,142	37,231	41,000	48,150
Asst professor	27	37,284	6,609	32,600	36,500	42,000
General chemistry						
Full professor	49	52,143	10,117	45,000	52,150	57,000
Analytical chemistry						
Full professor	54	58,607	12,788	50,000	55,000	63,000
Assoc professor	42	44,457	8,957	40,000	43,500	52,000
Asst professor	24	36,318	4,277	33,835	35,560	39,700
Full professor	64	58,563	11,523	51,000	58,250	68,750
Assoc professor	33	44,798	8,006	39,500	42,372	48,600
Asst professor	23	36,367	5,345	33,000	36,000	37,500
Medicinal-Pharmaceutical						
Full professor	141	59,112	15,682	48,300	56,000	66,400
Assoc professor	51	42,863	9,273	36,920	42,000	47,400
Asst professor	30	36,863	7,158	32,000	35,250	40,150
Physical Chemistry						
Full professor	94	62,063	17,952	50,500	58,714	70,000
Assoc professor	32	46,428	8,018	41,000	44,825	51,300
Asst professor	28	38,711	8,159	33,200	35,000	41,750
Polymer Chemistry						
Full professor	20	81,383	23,452	62,320	77,500	95,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.4.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SPECIALTY - 11 or 12 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & WORK SPECIALTY	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Biochemistry						
Full professor	62	95,414	28,786	76,000	93,900	108,000
Assoc professor	20	60,229	16,414	51,500	56,000	72,500
Asst professor	21	47,421	7,350	45,000	47,000	51,000
Research appt	20	43,873	12,284	36,000	40,000	55,500
Organic chemistry						
Full professor	24	79,974	26,718	65,000	76,114	85,075
Physical chemistry						
Full professor	15	84,702	28,540	66,600	76,850	110,000
Other nonchemistry						
Full professor	23	86,981	23,227	69,900	85,000	104,900

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.5.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TENURE - 9 or 10 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & TENURE	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Yes						
Full professor	527	61,363	17,002	50,500	58,000	70,000
Assoc professor	202	45,110	8,412	39,500	43,017	51,000
Asst professor	17	39,526	7,740	35,000	38,000	44,000
No, in tenure track						
Asst professor	144	37,779	6,847	33,000	36,469	41,000
No, not in tenure track						
Instructor	21	32,432	9,191	25,000	31,000	35,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.5.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TENURE - 11 or 12 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & TENTURE	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Yes						
Full professor	198	89,608	28,407	70,000	85,000	106,000
Assoc professor	41	59,402	17,075	51,000	56,000	66,400
No, in tenure track						
Asst professor	35	44,038	9,442	36,000	46,000	50,000
No, not in tenure track						
Instructor	27	41,549	16,303	30,000	38,000	47,000
Research appt	44	43,515	12,174	36,000	40,250	54,000
Not applicable						
Research appt	41	45,638	48,824	25,000	37,000	45,000
Other nonfaculty	23	52,289	20,157	35,892	47,000	65,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.6.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and INSTITUTIONAL CONTROL - 9 or 10 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & INSTITUTIONAL CONTROL	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Public						
Full professor	342	62,777	16,734	52,000	60,000	70,000
Assoc professor	144	44,646	7,927	39,700	42,592	49,500
Asst professor	114	38,189	6,437	33,000	37,000	42,000
Instructor	23	34,060	11,803	27,000	32,000	38,000
No ranks	19	41,284	8,096	34,000	40,000	44,980
Private						
Full professor	193	58,189	17,163	45,000	55,000	68,540
Assoc professor	78	44,606	10,004	38,000	43,500	51,000
Asst professor	62	36,232	7,715	31,000	35,000	38,164

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.6.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and INSTITUTIONAL CONTROL - 11 or 12 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & INSTITUTIONAL CONTROL	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Public						
Full professor	161	88,961	24,672	71,000	83,000	104,000
Assoc professor	34	59,339	11,967	51,000	57,961	65,871
Asst professor	30	50,686	19,430	41,000	47,000	52,000
Instructor	20	46,599	18,363	34,486	45,500	58,000
Research appt	61	46,173	40,040	32,500	40,000	53,000
Other nonfaculty	30	54,460	22,456	36,360	49,650	62,000
Private						
Full professor	54	87,651	36,724	63,000	85,075	108,000
Assoc professor	22	58,689	24,092	44,000	55,500	80,000
Asst professor	22	40,968	10,298	31,000	43,000	47,000
Research appt	26	40,777	14,645	32,000	38,500	44,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.7.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TYPE OF INSTITUTION - 9 or 10 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & TYPE OF INSTITUTION	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
NonPhD-granting						
Full professor	285	52,538	10,353	45,000	52,000	59,800
Assoc professor	108	40,728	7,046	36,000	40,000	45,000
Asst professor	99	33,978	4,254	31,175	33,800	37,000
No ranks	22	40,450	8,641	34,000	40,000	44,980
PhD-granting						
Full professor	246	71,066	17,926	58,428	67,500	80,000
Assoc professor	113	48,290	8,531	42,000	45,500	54,802
Asst professor	74	42,203	7,147	37,340	40,750	46,000
Instructor	18	32,332	9,957	25,000	30,750	40,140

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.7.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and TYPE OF INSTITUTION - 11 or 12 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & TYPE OF INSTITUTION	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
NonPhD-granting						
Full professor	47	70,862	21,854	57,500	69,000	82,000
PhD-granting						
Full professor	138	91,659	26,772	72,000	87,625	106,000
Assoc professor	28	61,023	12,927	52,500	60,500	67,435
Asst professor	28	46,515	10,807	40,500	46,800	50,215
Instructor	21	49,408	22,198	34,000	42,000	60,000
Research appt	71	45,461	37,759	30,000	40,000	53,000
Other nonfaculty	30	48,714	16,218	36,000	45,000	59,000
Medical school						
Full professor	30	102,550	30,434	80,000	98,000	125,000
Assoc professor	20	63,984	20,568	51,500	56,000	80,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.8.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK, INSTITUTIONAL CONTROL and TYPE OF INSTITUTION -
9 or 10 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & TYPE OF SCHOOL	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Public						
NonPhD-granting						
Full professor	159	54,504	8,485	49,900	54,179	60,000
Assoc professor	59	40,765	6,415	36,000	39,287	44,333
Asst professor	56	34,962	4,424	32,632	34,100	37,150
No ranks	19	41,284	8,096	34,000	40,000	44,980
PhD-granting						
Full professor	180	70,119	18,816	56,412	65,369	79,000
Assoc professor	84	47,273	7,809	41,387	45,000	53,000
Asst professor	56	41,297	6,671	36,250	40,058	45,500
Private						
NonPhD-granting						
Full professor	126	50,056	11,892	41,000	49,850	55,000
Assoc professor	49	40,683	7,806	37,000	41,000	45,000
Asst professor	43	32,698	3,692	29,500	33,000	35,000
PhD-granting						
Full professor	66	73,647	15,068	63,000	70,000	83,000
Assoc professor	29	51,234	9,915	42,600	51,300	60,000
Asst professor	18	45,020	8,015	38,500	42,000	52,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.8.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK, INSTITUTIONAL CONTROL, and TYPE OF INSTITUTION -
11 or 12 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & TYPE OF SCHOOL	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Public						
NonPhD-granting						
Full professor	32	79,161	19,852	65,300	75,614	85,000
PhD-granting						
Full professor	114	90,519	24,163	72,000	85,000	105,000
Assoc professor	22	60,529	11,373	53,000	61,000	65,871
Asst professor	19	48,054	11,747	41,000	48,000	52,000
Instructor	15	47,596	20,180	33,972	45,000	60,000
Research appt	54	47,566	42,363	34,000	40,500	53,000
Other nonfaculty	23	47,779	15,172	36,000	42,200	59,000
Medical school						
Full professor	15	98,033	32,309	72,000	93,000	110,000
Private						
NonPhD-granting						
Full professor	15	53,158	14,258	42,000	50,000	65,000
PhD-granting						
Full professor	24	97,075	36,928	78,463	94,900	121,000
Research appt	17	38,776	15,189	29,000	36,000	42,000
Medical school						
Full professor	15	107,067	28,828	83,000	103,000	135,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.9.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SEX - 9 or 10 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & SEX	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Men						
Full professor	492	61,565	17,170	51,000	58,000	70,000
Assoc professor	192	45,274	8,789	40,000	43,579	51,150
Asst professor	114	37,801	7,285	33,000	36,000	41,000
Instructor	15	33,783	10,565	25,000	32,000	40,140
No ranks	16	41,244	8,515	36,125	41,600	46,740
Women						
Full professor	42	55,391	13,884	45,350	55,000	64,450
Assoc professor	30	40,523	6,830	37,000	40,000	44,000
Asst professor	61	37,074	6,294	33,000	37,000	40,000
Instructor	15	33,689	12,094	26,400	30,500	35,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.9.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and SEX - 11 or 12 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & SEX	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Men						
Full professor	195	88,989	28,316	69,500	84,000	105,000
Assoc professor	46	61,240	17,153	49,073	59,961	72,400
Asst professor	39	48,126	18,161	37,000	46,000	51,000
Instructor	20	48,448	23,346	31,500	43,300	60,000
Research appt	63	47,890	39,402	35,000	41,000	55,000
Other nonfaculty	30	56,219	22,894	36,800	53,000	65,000
Women						
Full professor	20	85,154	26,281	70,750	79,425	96,500
Research appt	23	35,696	12,226	24,697	36,000	40,500

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.10.1

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and GEOGRAPHIC REGION - 9 or 10 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & GEOGRAPHIC REGION	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Pacific						
Full professor	68	63,217	15,360	54,000	60,000	67,500
Asst professor	16	38,093	7,259	32,500	35,750	43,500
Mountain						
Full professor	26	64,966	20,798	45,000	64,000	77,248
West North Central						
Full professor	37	54,996	11,544	47,000	55,500	62,000
Assoc professor	15	40,552	11,608	31,000	39,000	42,000
Asst professor	21	34,227	4,118	33,000	33,000	38,000
West South Central						
Full professor	54	64,309	24,737	47,000	55,850	79,000
Assoc professor	33	45,180	9,515	40,000	42,372	47,500
East North Central						
Full professor	109	59,692	13,472	51,000	56,200	66,500
Assoc professor	45	44,791	7,136	40,000	44,650	50,500
Asst professor	43	37,811	7,261	33,200	35,500	41,000
East South Central						
Full professor	32	50,579	11,422	44,345	50,000	55,000
Assoc professor	15	39,988	6,078	36,920	39,500	42,000
Middle Atlantic						
Full professor	86	64,867	16,429	53,000	61,500	74,440
Assoc professor	38	49,403	9,276	42,000	51,000	56,391
Asst professor	23	39,479	5,330	36,467	38,167	42,000
South Atlantic						
Full professor	69	58,147	15,514	46,100	57,000	66,700
Assoc professor	34	41,518	7,199	38,000	41,000	45,477
Asst professor	33	36,040	5,907	32,000	34,800	40,000
New England						
Full professor	50	64,542	19,176	54,000	60,000	70,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 4.10.2

SALARIES of PhD ACADEMIC CHEMISTS employed FULL-TIME
by RANK and GEOGRAPHIC REGION - 11 or 12 Month Contract
1994 ACS Salary Survey

ACADEMIC RANK & GEOGRAPHIC REGION	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Pacific						
Full professor	35	87,635	28,421	69,000	85,000	110,000
Research appt	15	49,361	16,733	38,000	50,000	60,000
West North Central						
Full professor	20	94,838	31,999	66,000	94,300	129,200
West South Central						
Full professor	21	87,646	28,566	68,000	78,750	95,000
East North Central						
Full professor	31	92,746	31,451	79,117	96,000	110,000
Research appt	17	37,608	12,304	29,000	36,000	41,000
Middle Atlantic						
Research appt	17	37,653	9,613	32,300	37,000	42,000
South Atlantic						
Full professor	45	82,094	24,046	64,000	76,824	90,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 5.1.1

STIPENDS of POSTDOCTORAL FELLOWS
by INSTITUTIONAL CONTROL and WORK SPECIALTY
1994 ACS Salary Survey

WORK SPECIALTY & TYPE OF SCHOOL	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
Biochemistry						
Total	40	24,905	4,127	22,000	25,000	27,250
Public	19	24,653	3,808	22,500	25,000	26,000
Private	21	25,133	4,477	21,500	25,000	27,500
Chemistry						
Total	138	24,199	4,728	21,000	23,600	26,700
Public	85	23,787	4,449	21,000	23,300	26,050
Private	53	24,851	5,114	22,000	24,000	27,000

Note: Cells with fewer than 15 cases have been suppressed.

Table 6.1.1

SALARIES of CHEMICAL ENGINEERS employed FULL-TIME in INDUSTRY
by DEGREE and YEARS SINCE BS
1994 ACS Salary Survey

HIGHEST DEGREE & YEARS SINCE BS	Count	Mean	Std Dev	25th %-ile	50th %-ile	75th %-ile
BS						
Total	156	64,228	55,749	43,500	55,000	72,750
5-9	31	45,434	9,774	37,000	48,000	52,000
10-14	34	53,674	14,505	42,500	51,774	58,000
20-24	19	70,737	17,374	65,000	71,000	79,500
MS						
Total	167	69,217	31,624	52,000	61,880	80,000
5-9	22	49,725	9,276	42,000	49,500	56,000
10-14	29	57,043	11,591	50,500	53,000	60,240
15-19	29	67,216	15,817	60,000	62,500	75,000
20-24	31	72,051	25,792	57,800	65,900	82,000
30-34	26	84,853	26,681	65,000	83,500	100,000
PhD						
Total	209	81,504	31,628	63,636	75,000	90,000
5-9	16	59,447	4,092	56,450	60,000	62,250
10-14	28	64,767	6,931	60,000	63,930	68,950
15-19	51	72,461	12,478	63,000	71,500	80,286
20-24	29	80,881	20,610	71,900	79,040	89,300
25-29	28	95,028	23,206	77,229	90,000	114,350
30-34	22	96,610	30,912	80,000	89,000	103,000
35-39	22	100,080	69,327	73,000	89,000	94,900

Note: Cells with fewer than 15 cases have been suppressed.

Table 7.1.1

EMPLOYMENT STATUS OF ALL RESPONDENTS
by WORK SPECIALTY
1994 Survey of ACS Members

WORK SPECIALTY	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Chemical engineering	471	13	1	15	10	2	512
Row Percent	92.0%	2.5%	.2%	2.9%	2.0%	.4%	100.0%
Column Percent	5.4%	5.4%	.4%	6.0%	4.9%	4.1%	5.2%
Biochemistry	457	6	38	6	9	3	519
Row Percent	88.1%	1.2%	7.3%	1.2%	1.7%	.6%	100.0%
Column Percent	5.2%	2.5%	14.4%	2.4%	4.4%	6.1%	5.3%
Biotechnology	206	10	12	6	2	0	236
Row Percent	87.3%	4.2%	5.1%	2.5%	.8%	.0%	100.0%
Column Percent	2.3%	4.1%	4.5%	2.4%	1.0%	.0%	2.4%
General chemistry	422	26	1	8	11	6	474
Row Percent	89.0%	5.5%	.2%	1.7%	2.3%	1.3%	100.0%
Column Percent	4.8%	10.8%	.4%	3.2%	5.4%	12.2%	4.8%
Agricultural chemistry	242	5	3	5	6	1	262
Row Percent	92.4%	1.9%	1.1%	1.9%	2.3%	.4%	100.0%
Column Percent	2.8%	2.1%	1.1%	2.0%	3.0%	2.0%	2.7%
Analytical chemistry	1551	29	12	45	24	4	1665
Row Percent	93.2%	1.7%	.7%	2.7%	1.4%	.2%	100.0%
Column Percent	17.7%	12.0%	4.5%	17.9%	11.8%	8.2%	17.0%
Clinical chemistry	88	4	2	5	1	0	100
Row Percent	88.0%	4.0%	2.0%	5.0%	1.0%	.0%	100.0%
Column Percent	1.0%	1.7%	.8%	2.0%	.5%	.0%	1.0%
Environmental chemistry	716	22	11	27	10	5	791
Row Percent	90.5%	2.8%	1.4%	3.4%	1.3%	.6%	100.0%
Column Percent	8.2%	9.1%	4.2%	10.7%	4.9%	10.2%	8.1%
Inorganic chemistry	308	5	30	6	5	0	354
Row Percent	87.0%	1.4%	8.5%	1.7%	1.4%	.0%	100.0%
Column Percent	3.5%	2.1%	11.4%	2.4%	2.5%	.0%	3.6%
Materials science	292	8	16	9	8	1	334
Row Percent	87.4%	2.4%	4.8%	2.7%	2.4%	.3%	100.0%
Column Percent	3.3%	3.3%	6.1%	3.6%	3.9%	2.0%	3.4%

Table 7.1.1 (Continued)

EMPLOYMENT STATUS OF ALL RESPONDENTS
by WORK SPECIALTY
1994 Survey of ACS Members

WORK SPECIALTY	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Medicinal-Pharmaceutical	546	10	23	14	10	0	603
Row Percent	90.5%	1.7%	3.8%	2.3%	1.7%	.0%	100.0%
Column Percent	6.2%	4.1%	8.7%	5.6%	4.9%	.0%	6.2%
Organic chemistry	1017	20	48	23	24	4	1136
Row Percent	89.5%	1.8%	4.2%	2.0%	2.1%	.4%	100.0%
Column Percent	11.6%	8.3%	18.2%	9.1%	11.8%	8.2%	11.6%
Physical chemistry	423	7	40	6	6	1	483
Row Percent	87.6%	1.4%	8.3%	1.2%	1.2%	.2%	100.0%
Column Percent	4.8%	2.9%	15.2%	2.4%	3.0%	2.0%	4.9%
Polymer chemistry	709	16	7	22	16	6	776
Row Percent	91.4%	2.1%	.9%	2.8%	2.1%	.8%	100.0%
Column Percent	8.1%	6.6%	2.7%	8.7%	7.9%	12.2%	7.9%
Other chemical science	162	8	1	4	5	0	180
Row Percent	90.0%	4.4%	.6%	2.2%	2.8%	.0%	100.0%
Column Percent	1.8%	3.3%	.4%	1.6%	2.5%	.0%	1.8%
Business Administration	222	6	0	9	7	1	245
Row Percent	90.6%	2.4%	.0%	3.7%	2.9%	.4%	100.0%
Column Percent	2.5%	2.5%	.0%	3.6%	3.4%	2.0%	2.5%
Computer science	100	5	1	7	1	1	115
Row Percent	87.0%	4.3%	.9%	6.1%	.9%	.9%	100.0%
Column Percent	1.1%	2.1%	.4%	2.8%	.5%	2.0%	1.2%
Law	58	3	0	0	2	0	63
Row Percent	92.1%	4.8%	.0%	.0%	3.2%	.0%	100.0%
Column Percent	.7%	1.2%	.0%	.0%	1.0%	.0%	.6%
Other nonchemistry	428	19	5	11	13	2	478
Row Percent	89.5%	4.0%	1.0%	2.3%	2.7%	.4%	100.0%
Column Percent	4.9%	7.9%	1.9%	4.4%	6.4%	4.1%	4.9%
No Answer	361	19	13	24	33	12	462
Row Percent	78.1%	4.1%	2.8%	5.2%	7.1%	2.6%	100.0%
Column Percent	4.1%	7.9%	4.9%	9.5%	16.3%	24.5%	4.7%
Total	8779	241	264	252	203	49	9788
Row Percent	89.7%	2.5%	2.7%	2.6%	2.1%	.5%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 7.1.2

EMPLOYMENT STATUS OF ALL RESPONDENTS
by EMPLOYER TYPE
1994 Survey of ACS Members

EMPLOYER TYPE	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Industry	5615	78	19	177	106	18	6013
Row Percent	93.4%	1.3%	.3%	2.9%	1.8%	.3%	100.0%
Column Percent	64.0%	32.4%	7.2%	70.2%	52.2%	36.7%	61.4%
Government	666	10	36	6	15	1	734
Row Percent	90.7%	1.4%	4.9%	.8%	2.0%	.1%	100.0%
Column Percent	7.6%	4.1%	13.6%	2.4%	7.4%	2.0%	7.5%
Other Nonacademic	404	68	11	26	19	5	533
Row Percent	75.8%	12.8%	2.1%	4.9%	3.6%	.9%	100.0%
Column Percent	4.6%	28.2%	4.2%	10.3%	9.4%	10.2%	5.4%
High School	118	5	0	3	6	2	134
Row Percent	88.1%	3.7%	.0%	2.2%	4.5%	1.5%	100.0%
Column Percent	1.3%	2.1%	.0%	1.2%	3.0%	4.1%	1.4%
College or University	1832	73	195	29	32	5	2166
Row Percent	84.6%	3.4%	9.0%	1.3%	1.5%	.2%	100.0%
Column Percent	20.9%	30.3%	73.9%	11.5%	15.8%	10.2%	22.1%
No Answer	144	7	3	11	25	18	208
Row Percent	69.2%	3.4%	1.4%	5.3%	12.0%	8.7%	100.0%
Column Percent	1.6%	2.9%	1.1%	4.4%	12.3%	36.7%	2.1%
Total	8779	241	264	252	203	49	9788
Row Percent	89.7%	2.5%	2.7%	2.6%	2.1%	.5%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.1.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by HIGHEST DEGREE
1994 Survey of ACS Members

HIGHEST DEGREE	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
BS	1948	53	4	64	60	7	2136
Row Percent	91.2%	2.5%	.2%	3.0%	2.8%	.3%	100.0%
Column Percent	24.5%	24.2%	1.6%	27.8%	34.3%	20.6%	24.1%
MS	1353	51	5	45	37	5	1496
Row Percent	90.4%	3.4%	.3%	3.0%	2.5%	.3%	100.0%
Column Percent	17.0%	23.3%	2.0%	19.6%	21.1%	14.7%	16.9%
PhD	4628	113	246	121	77	22	5207
Row Percent	88.9%	2.2%	4.7%	2.3%	1.5%	.4%	100.0%
Column Percent	58.1%	51.6%	96.5%	52.6%	44.0%	64.7%	58.7%
No Answer	30	2	0	0	1	0	33
Row Percent	90.9%	6.1%	.0%	.0%	3.0%	.0%	100.0%
Column Percent	.4%	.9%	.0%	.0%	.6%	.0%	.4%
Total	7959	219	255	230	175	34	8872
Row Percent	89.7%	2.5%	2.9%	2.6%	2.0%	.4%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.1.2

EMPLOYMENT STATUS OF MEN CHEMISTS
by HIGHEST DEGREE
1994 Survey of ACS Members

HIGHEST DEGREE	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
BS	1375	34	2	47	40	4	1502
Row Percent	91.5%	2.3%	.1%	3.1%	2.7%	.3%	100.0%
Column Percent	21.7%	24.1%	.9%	25.7%	32.5%	16.7%	21.4%
MS	992	22	5	32	22	5	1078
Row Percent	92.0%	2.0%	.5%	3.0%	2.0%	.5%	100.0%
Column Percent	15.7%	15.6%	2.3%	17.5%	17.9%	20.8%	15.4%
PhD	3944	85	207	104	60	15	4415
Row Percent	89.3%	1.9%	4.7%	2.4%	1.4%	.3%	100.0%
Column Percent	62.3%	60.3%	96.7%	56.8%	48.8%	62.5%	62.9%
No Answer	22	0	0	0	1	0	23
Row Percent	95.7%	.0%	.0%	.0%	4.3%	.0%	100.0%
Column Percent	.3%	.0%	.0%	.0%	.8%	.0%	.3%
Total	6333	141	214	183	123	24	7018
Row Percent	90.2%	2.0%	3.0%	2.6%	1.8%	.3%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.1.3

EMPLOYMENT STATUS OF WOMEN CHEMISTS
by HIGHEST DEGREE
1994 Survey of ACS Members

HIGHEST DEGREE	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
BS	564	19	1	17	16	3	620
Row Percent	91.0%	3.1%	.2%	2.7%	2.6%	.5%	100.0%
Column Percent	35.9%	25.0%	2.5%	36.2%	35.6%	50.0%	34.7%
MS	353	29	0	13	12	0	407
Row Percent	86.7%	7.1%	.0%	3.2%	2.9%	.0%	100.0%
Column Percent	22.5%	38.2%	.0%	27.7%	26.7%	.0%	22.8%
PhD	647	26	39	17	17	3	749
Row Percent	86.4%	3.5%	5.2%	2.3%	2.3%	.4%	100.0%
Column Percent	41.2%	34.2%	97.5%	36.2%	37.8%	50.0%	42.0%
No Answer	7	2	0	0	0	0	9
Row Percent	77.8%	22.2%	.0%	.0%	.0%	.0%	100.0%
Column Percent	.4%	2.6%	.0%	.0%	.0%	.0%	.5%
Total	1571	76	40	47	45	6	1785
Row Percent	88.0%	4.3%	2.2%	2.6%	2.5%	.3%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.2.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by AGE
1994 Survey of ACS Members

AGE	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
20-24	105	5	1	5	1	2	119
Row Percent	88.2%	4.2%	.8%	4.2%	.8%	1.7%	100.0%
Column Percent	1.3%	2.3%	.4%	2.2%	.6%	5.9%	1.3%
25-29	511	10	76	10	3	0	610
Row Percent	83.8%	1.6%	12.5%	1.6%	.5%	.0%	100.0%
Column Percent	6.4%	4.6%	29.8%	4.3%	1.7%	.0%	6.9%
30-34	1085	22	117	24	8	4	1260
Row Percent	86.1%	1.7%	9.3%	1.9%	.6%	.3%	100.0%
Column Percent	13.6%	10.0%	45.9%	10.4%	4.6%	11.8%	14.2%
35-39	1334	23	34	32	10	4	1437
Row Percent	92.8%	1.6%	2.4%	2.2%	.7%	.3%	100.0%
Column Percent	16.8%	10.5%	13.3%	13.9%	5.7%	11.8%	16.2%
40-44	1269	16	17	36	8	1	1347
Row Percent	94.2%	1.2%	1.3%	2.7%	.6%	.1%	100.0%
Column Percent	15.9%	7.3%	6.7%	15.7%	4.6%	2.9%	15.2%
45-49	1100	22	5	34	13	2	1176
Row Percent	93.5%	1.9%	.4%	2.9%	1.1%	.2%	100.0%
Column Percent	13.8%	10.0%	2.0%	14.8%	7.4%	5.9%	13.3%
50-54	1105	25	2	36	15	2	1185
Row Percent	93.2%	2.1%	.2%	3.0%	1.3%	.2%	100.0%
Column Percent	13.9%	11.4%	.8%	15.7%	8.6%	5.9%	13.4%
55-59	752	26	1	33	32	5	849
Row Percent	88.6%	3.1%	.1%	3.9%	3.8%	.6%	100.0%
Column Percent	9.4%	11.9%	.4%	14.3%	18.3%	14.7%	9.6%
60-64	448	32	0	14	38	8	540
Row Percent	83.0%	5.9%	.0%	2.6%	7.0%	1.5%	100.0%
Column Percent	5.6%	14.6%	.0%	6.1%	21.7%	23.5%	6.1%
65-69	170	35	0	4	41	2	252
Row Percent	67.5%	13.9%	.0%	1.6%	16.3%	.8%	100.0%
Column Percent	2.1%	16.0%	.0%	1.7%	23.4%	5.9%	2.8%
70 or more	4	1	0	0	0	0	5
Row Percent	80.0%	20.0%	.0%	.0%	.0%	.0%	100.0%
Column Percent	.1%	.5%	.0%	.0%	.0%	.0%	.1%

Table 8.2.1 (Continued)

EMPLOYMENT STATUS OF ALL CHEMISTS
by AGE
1994 Survey of ACS Members

AGE	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
No Answer	76	2	2	2	6	4	92
Row Percent	82.6%	2.2%	2.2%	2.2%	6.5%	4.3%	100.0%
Column Percent	1.0%	.9%	.8%	.9%	3.4%	11.8%	1.0%
Total	7959	219	255	230	175	34	8872
Row Percent	89.7%	2.5%	2.9%	2.6%	2.0%	.4%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.3.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by RACE/ETHNICITY
1994 Survey of ACS Members

RACE	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
American Indian	32	0	1	2	2	0	37
Row Percent	86.5%	.0%	2.7%	5.4%	5.4%	.0%	100.0%
Column Percent	.4%	.0%	.4%	.9%	1.1%	.0%	.4%
Asian	668	8	79	23	10	1	789
Row Percent	84.7%	1.0%	10.0%	2.9%	1.3%	.1%	100.0%
Column Percent	8.4%	3.7%	31.0%	10.0%	5.7%	2.9%	8.9%
Black	133	3	4	5	1	1	147
Row Percent	90.5%	2.0%	2.7%	3.4%	.7%	.7%	100.0%
Column Percent	1.7%	1.4%	1.6%	2.2%	.6%	2.9%	1.7%
White	6782	198	156	186	152	25	7499
Row Percent	90.4%	2.6%	2.1%	2.5%	2.0%	.3%	100.0%
Column Percent	85.2%	90.4%	61.2%	80.9%	86.9%	73.5%	84.5%
Hispanic	145	4	6	10	1	1	167
Row Percent	86.8%	2.4%	3.6%	6.0%	.6%	.6%	100.0%
Column Percent	1.8%	1.8%	2.4%	4.3%	.6%	2.9%	1.9%
Other	59	2	4	3	2	1	71
Row Percent	83.1%	2.8%	5.6%	4.2%	2.8%	1.4%	100.0%
Column Percent	.7%	.9%	1.6%	1.3%	1.1%	2.9%	.8%
No Answer	140	4	5	1	7	5	162
Row Percent	86.4%	2.5%	3.1%	.6%	4.3%	3.1%	100.0%
Column Percent	1.8%	1.8%	2.0%	.4%	4.0%	14.7%	1.8%
Total	7959	219	255	230	175	34	8872
Row Percent	89.7%	2.5%	2.9%	2.6%	2.0%	.4%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.4.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by CITIZENSHIP
1994 Survey of ACS Members

CITIZENSHIP	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Native	6655	189	146	192	147	26	7355
Row Percent	90.5%	2.6%	2.0%	2.6%	2.0%	.4%	100.0%
Column Percent	83.6%	86.3%	57.3%	83.5%	84.0%	76.5%	82.9%
Naturalized	694	16	4	17	17	2	750
Row Percent	92.5%	2.1%	.5%	2.3%	2.3%	.3%	100.0%
Column Percent	8.7%	7.3%	1.6%	7.4%	9.7%	5.9%	8.5%
Permanent resident	473	10	53	16	5	1	558
Row Percent	84.8%	1.8%	9.5%	2.9%	.9%	.2%	100.0%
Column Percent	5.9%	4.6%	20.8%	7.0%	2.9%	2.9%	6.3%
Other visa	81	4	49	4	0	1	139
Row Percent	58.3%	2.9%	35.3%	2.9%	.0%	.7%	100.0%
Column Percent	1.0%	1.8%	19.2%	1.7%	.0%	2.9%	1.6%
No Answer	56	0	3	1	6	4	70
Row Percent	80.0%	.0%	4.3%	1.4%	8.6%	5.7%	100.0%
Column Percent	.7%	.0%	1.2%	.4%	3.4%	11.8%	.8%
Total	7959	219	255	230	175	34	8872
Row Percent	89.7%	2.5%	2.9%	2.6%	2.0%	.4%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.5.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by EMPLOYER TYPE
1994 Survey of ACS Members

EMPLOYER TYPE	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Industry	5061	68	19	164	90	15	5417
Row Percent	93.4%	1.3%	.4%	3.0%	1.7%	.3%	100.0%
Column Percent	63.6%	31.1%	7.5%	71.3%	51.4%	44.1%	61.1%
Government	611	10	34	5	14	1	675
Row Percent	90.5%	1.5%	5.0%	.7%	2.1%	.1%	100.0%
Column Percent	7.7%	4.6%	13.3%	2.2%	8.0%	2.9%	7.6%
Other Nonacademic	340	61	10	23	15	4	453
Row Percent	75.1%	13.5%	2.2%	5.1%	3.3%	.9%	100.0%
Column Percent	4.3%	27.9%	3.9%	10.0%	8.6%	11.8%	5.1%
High School	106	4	0	3	4	2	119
Row Percent	89.1%	3.4%	.0%	2.5%	3.4%	1.7%	100.0%
Column Percent	1.3%	1.8%	.0%	1.3%	2.3%	5.9%	1.3%
College or University	1711	70	189	28	31	5	2034
Row Percent	84.1%	3.4%	9.3%	1.4%	1.5%	.2%	100.0%
Column Percent	21.5%	32.0%	74.1%	12.2%	17.7%	14.7%	22.9%
No Answer	130	6	3	7	21	7	174
Row Percent	74.7%	3.4%	1.7%	4.0%	12.1%	4.0%	100.0%
Column Percent	1.6%	2.7%	1.2%	3.0%	12.0%	20.6%	2.0%
Total	7959	219	255	230	175	34	8872
Row Percent	89.7%	2.5%	2.9%	2.6%	2.0%	.4%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.5.2

EMPLOYMENT STATUS OF INDUSTRIAL CHEMISTS
by TYPE OF INDUSTRY
1994 Survey of ACS Members

NONACADEMIC EMPLOYER	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Analytical serv lab	303	11	0	14	8	0	336
Row Percent	90.2%	3.3%	.0%	4.2%	2.4%	.0%	100.0%
Column Percent	6.0%	16.2%	.0%	8.5%	8.9%	.0%	6.2%
Contract res firm	167	13	6	7	2	1	196
Row Percent	85.2%	6.6%	3.1%	3.6%	1.0%	.5%	100.0%
Column Percent	3.3%	19.1%	31.6%	4.3%	2.2%	6.7%	3.6%
Utility	62	3	0	3	1	0	69
Row Percent	89.9%	4.3%	.0%	4.3%	1.4%	.0%	100.0%
Column Percent	1.2%	4.4%	.0%	1.8%	1.1%	.0%	1.3%
Other nonmanuf	253	6	4	13	5	2	283
Row Percent	89.4%	2.1%	1.4%	4.6%	1.8%	.7%	100.0%
Column Percent	5.0%	8.8%	21.1%	7.9%	5.6%	13.3%	5.2%
Aerospace	76	0	0	8	2	0	86
Row Percent	88.4%	.0%	.0%	9.3%	2.3%	.0%	100.0%
Column Percent	1.5%	.0%	.0%	4.9%	2.2%	.0%	1.6%
Basic chemicals	248	0	0	8	5	0	261
Row Percent	95.0%	.0%	.0%	3.1%	1.9%	.0%	100.0%
Column Percent	4.9%	.0%	.0%	4.9%	5.6%	.0%	4.8%
Specialty chems	648	5	1	19	13	2	688
Row Percent	94.2%	.7%	.1%	2.8%	1.9%	.3%	100.0%
Column Percent	12.8%	7.4%	5.3%	11.6%	14.4%	13.3%	12.7%
Agricultural chems	164	1	0	3	5	0	173
Row Percent	94.8%	.6%	.0%	1.7%	2.9%	.0%	100.0%
Column Percent	3.2%	1.5%	.0%	1.8%	5.6%	.0%	3.2%
Biochemical prods	79	0	0	1	3	1	84
Row Percent	94.0%	.0%	.0%	1.2%	3.6%	1.2%	100.0%
Column Percent	1.6%	.0%	.0%	.6%	3.3%	6.7%	1.6%
Coatings	220	2	1	7	3	0	233
Row Percent	94.4%	.9%	.4%	3.0%	1.3%	.0%	100.0%
Column Percent	4.3%	2.9%	5.3%	4.3%	3.3%	.0%	4.3%
Electronics	119	2	0	3	4	2	130
Row Percent	91.5%	1.5%	.0%	2.3%	3.1%	1.5%	100.0%
Column Percent	2.4%	2.9%	.0%	1.8%	4.4%	13.3%	2.4%
Food	151	1	0	6	1	0	159
Row Percent	95.0%	.6%	.0%	3.8%	.6%	.0%	100.0%
Column Percent	3.0%	1.5%	.0%	3.7%	1.1%	.0%	2.9%

Table 8.5.2 (Continued)

EMPLOYMENT STATUS OF INDUSTRIAL CHEMISTS
by TYPE OF INDUSTRY
1994 Survey of ACS Members

NONACADEMIC EMPLOYER	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Instruments	136	0	0	4	1	0	141
Row Percent	96.5%	.0%	.0%	2.8%	.7%	.0%	100.0%
Column Percent	2.7%	.0%	.0%	2.4%	1.1%	.0%	2.6%
Medical devices	199	0	0	9	5	2	215
Row Percent	92.6%	.0%	.0%	4.2%	2.3%	.9%	100.0%
Column Percent	3.9%	.0%	.0%	5.5%	5.6%	13.3%	4.0%
Metals	78	2	0	4	1	0	85
Row Percent	91.8%	2.4%	.0%	4.7%	1.2%	.0%	100.0%
Column Percent	1.5%	2.9%	.0%	2.4%	1.1%	.0%	1.6%
Paper	64	1	0	1	4	0	70
Row Percent	91.4%	1.4%	.0%	1.4%	5.7%	.0%	100.0%
Column Percent	1.3%	1.5%	.0%	.6%	4.4%	.0%	1.3%
Petroleum	173	2	0	8	2	3	188
Row Percent	92.0%	1.1%	.0%	4.3%	1.1%	1.6%	100.0%
Column Percent	3.4%	2.9%	.0%	4.9%	2.2%	20.0%	3.5%
Pharmaceuticals	1114	10	5	22	16	0	1167
Row Percent	95.5%	.9%	.4%	1.9%	1.4%	.0%	100.0%
Column Percent	22.0%	14.7%	26.3%	13.4%	17.8%	.0%	21.5%
Plastics	205	1	1	7	0	0	214
Row Percent	95.8%	.5%	.5%	3.3%	.0%	.0%	100.0%
Column Percent	4.1%	1.5%	5.3%	4.3%	.0%	.0%	4.0%
Rubber	84	1	1	3	2	0	91
Row Percent	92.3%	1.1%	1.1%	3.3%	2.2%	.0%	100.0%
Column Percent	1.7%	1.5%	5.3%	1.8%	2.2%	.0%	1.7%
Soaps	99	0	0	2	0	0	101
Row Percent	98.0%	.0%	.0%	2.0%	.0%	.0%	100.0%
Column Percent	2.0%	.0%	.0%	1.2%	.0%	.0%	1.9%
Other manufactures	419	7	0	12	7	2	447
Row Percent	93.7%	1.6%	.0%	2.7%	1.6%	.4%	100.0%
Column Percent	8.3%	10.3%	.0%	7.3%	7.8%	13.3%	8.3%
Total	5061	68	19	164	90	15	5417
Row Percent	93.4%	1.3%	.4%	3.0%	1.7%	.3%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.5.3

EMPLOYMENT STATUS OF ACADEMIC CHEMISTS
by INSTITUTIONAL TYPE
1994 Survey of ACS Members

INSTITUTIONAL TYPE	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
AA-granting	145	18	0	7	9	0	179
Row Percent	81.0%	10.1%	.0%	3.9%	5.0%	.0%	100.0%
Column Percent	8.5%	25.7%	.0%	25.0%	29.0%	.0%	8.8%
BS-granting	405	16	2	3	5	1	432
Row Percent	93.8%	3.7%	.5%	.7%	1.2%	.2%	100.0%
Column Percent	23.7%	22.9%	1.1%	10.7%	16.1%	20.0%	21.2%
MS-granting	196	8	5	3	2	0	214
Row Percent	91.6%	3.7%	2.3%	1.4%	.9%	.0%	100.0%
Column Percent	11.5%	11.4%	2.6%	10.7%	6.5%	.0%	10.5%
PhD-granting	848	25	171	13	13	4	1074
Row Percent	79.0%	2.3%	15.9%	1.2%	1.2%	.4%	100.0%
Column Percent	49.6%	35.7%	90.5%	46.4%	41.9%	80.0%	52.8%
Medical school	117	3	11	2	2	0	135
Row Percent	86.7%	2.2%	8.1%	1.5%	1.5%	.0%	100.0%
Column Percent	6.8%	4.3%	5.8%	7.1%	6.5%	.0%	6.6%
Total	1711	70	189	28	31	5	2034
Row Percent	84.1%	3.4%	9.3%	1.4%	1.5%	.2%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.6.1

EMPLOYMENT STATUS OF NON-ACADEMIC CHEMISTS
by WORK FUNCTION
1994 Survey of ACS Members

WORK FUNCTION	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
R&D Mgt	889	9	0	24	25	1	948
Row Percent	93.8%	.9%	.0%	2.5%	2.6%	.1%	100.0%
Column Percent	14.8%	6.5%	.0%	12.5%	21.0%	5.0%	14.5%
Basic research	597	7	43	13	9	1	670
Row Percent	89.1%	1.0%	6.4%	1.9%	1.3%	.1%	100.0%
Column Percent	9.9%	5.0%	68.3%	6.8%	7.6%	5.0%	10.2%
Applied research	2084	19	18	54	29	7	2211
Row Percent	94.3%	.9%	.8%	2.4%	1.3%	.3%	100.0%
Column Percent	34.7%	13.7%	28.6%	28.1%	24.4%	35.0%	33.8%
General Mgt	444	11	0	11	12	2	480
Row Percent	92.5%	2.3%	.0%	2.3%	2.5%	.4%	100.0%
Column Percent	7.4%	7.9%	.0%	5.7%	10.1%	10.0%	7.3%
Marketing	320	8	0	14	4	2	348
Row Percent	92.0%	2.3%	.0%	4.0%	1.1%	.6%	100.0%
Column Percent	5.3%	5.8%	.0%	7.3%	3.4%	10.0%	5.3%
Production	517	4	0	21	6	1	549
Row Percent	94.2%	.7%	.0%	3.8%	1.1%	.2%	100.0%
Column Percent	8.6%	2.9%	.0%	10.9%	5.0%	5.0%	8.4%
Health & Safety	254	12	0	6	7	1	280
Row Percent	90.7%	4.3%	.0%	2.1%	2.5%	.4%	100.0%
Column Percent	4.2%	8.6%	.0%	3.1%	5.9%	5.0%	4.3%
Forensics	56	0	1	2	1	1	61
Row Percent	91.8%	.0%	1.6%	3.3%	1.6%	1.6%	100.0%
Column Percent	.9%	.0%	1.6%	1.0%	.8%	5.0%	.9%
Other lab analysis	328	7	0	19	6	0	360
Row Percent	91.1%	1.9%	.0%	5.3%	1.7%	.0%	100.0%
Column Percent	5.5%	5.0%	.0%	9.9%	5.0%	.0%	5.5%
Teaching	7	1	0	1	0	0	9
Row Percent	77.8%	11.1%	.0%	11.1%	.0%	.0%	100.0%
Column Percent	.1%	.7%	.0%	.5%	.0%	.0%	.1%
Chem info services	64	4	0	2	2	0	72
Row Percent	88.9%	5.6%	.0%	2.8%	2.8%	.0%	100.0%
Column Percent	1.1%	2.9%	.0%	1.0%	1.7%	.0%	1.1%

Table 8.6.1 (Continued)

EMPLOYMENT STATUS OF NON-ACADEMIC CHEMISTS
by WORK FUNCTION
1994 Survey of ACS Members

WORK FUNCTION	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Computers	39	2	0	1	0	0	42
Row Percent	92.9%	4.8%	.0%	2.4%	.0%	.0%	100.0%
Column Percent	.6%	1.4%	.0%	.5%	.0%	.0%	.6%
Patents	40	4	0	2	0	0	46
Row Percent	87.0%	8.7%	.0%	4.3%	.0%	.0%	100.0%
Column Percent	.7%	2.9%	.0%	1.0%	.0%	.0%	.7%
Consulting	151	39	0	15	10	2	217
Row Percent	69.6%	18.0%	.0%	6.9%	4.6%	.9%	100.0%
Column Percent	2.5%	28.1%	.0%	7.8%	8.4%	10.0%	3.3%
Other	195	11	1	6	8	2	223
Row Percent	87.4%	4.9%	.4%	2.7%	3.6%	.9%	100.0%
Column Percent	3.2%	7.9%	1.6%	3.1%	6.7%	10.0%	3.4%
No Answer	27	1	0	1	0	0	29
Row Percent	93.1%	3.4%	.0%	3.4%	.0%	.0%	100.0%
Column Percent	.4%	.7%	.0%	.5%	.0%	.0%	.4%
Total	6012	139	63	192	119	20	6545
Row Percent	91.9%	2.1%	1.0%	2.9%	1.8%	.3%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.7.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by SPECIALTY
1994 Survey of ACS Members

WORK SPECIALTY	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Biochemistry	457	6	38	6	9	3	519
Row Percent	88.1%	1.2%	7.3%	1.2%	1.7%	.6%	100.0%
Column Percent	5.7%	2.7%	14.9%	2.6%	5.1%	8.8%	5.8%
Biotechnology	206	10	12	6	2	0	236
Row Percent	87.3%	4.2%	5.1%	2.5%	.8%	.0%	100.0%
Column Percent	2.6%	4.6%	4.7%	2.6%	1.1%	.0%	2.7%
General chemistry	422	26	1	8	11	6	474
Row Percent	89.0%	5.5%	.2%	1.7%	2.3%	1.3%	100.0%
Column Percent	5.3%	11.9%	.4%	3.5%	6.3%	17.6%	5.3%
Agricultural chemistry	242	5	3	5	6	1	262
Row Percent	92.4%	1.9%	1.1%	1.9%	2.3%	.4%	100.0%
Column Percent	3.0%	2.3%	1.2%	2.2%	3.4%	2.9%	3.0%
Analytical chemistry	1551	29	12	45	24	4	1665
Row Percent	93.2%	1.7%	.7%	2.7%	1.4%	.2%	100.0%
Column Percent	19.5%	13.2%	4.7%	19.6%	13.7%	11.8%	18.8%
Clinical chemistry	88	4	2	5	1	0	100
Row Percent	88.0%	4.0%	2.0%	5.0%	1.0%	.0%	100.0%
Column Percent	1.1%	1.8%	.8%	2.2%	.6%	.0%	1.1%
Environmental chemistry	716	22	11	27	10	5	791
Row Percent	90.5%	2.8%	1.4%	3.4%	1.3%	.6%	100.0%
Column Percent	9.0%	10.0%	4.3%	11.7%	5.7%	14.7%	8.9%
Inorganic chemistry	308	5	30	6	5	0	354
Row Percent	87.0%	1.4%	8.5%	1.7%	1.4%	.0%	100.0%
Column Percent	3.9%	2.3%	11.8%	2.6%	2.9%	.0%	4.0%
Materials science	292	8	16	9	8	1	334
Row Percent	87.4%	2.4%	4.8%	2.7%	2.4%	.3%	100.0%
Column Percent	3.7%	3.7%	6.3%	3.9%	4.6%	2.9%	3.8%
Medicinal-Pharmaceutical	546	10	23	14	10	0	603
Row Percent	90.5%	1.7%	3.8%	2.3%	1.7%	.0%	100.0%
Column Percent	6.9%	4.6%	9.0%	6.1%	5.7%	.0%	6.8%
Organic chemistry	1017	20	48	23	24	4	1136
Row Percent	89.5%	1.8%	4.2%	2.0%	2.1%	.4%	100.0%
Column Percent	12.8%	9.1%	18.8%	10.0%	13.7%	11.8%	12.8%

Table 8.7.1 (Continued)

EMPLOYMENT STATUS OF ALL CHEMISTS
by SPECIALTY
1994 Survey of ACS Members

WORK SPECIALTY	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Physical chemistry	423	7	40	6	6	1	483
Row Percent	87.6%	1.4%	8.3%	1.2%	1.2%	.2%	100.0%
Column Percent	5.3%	3.2%	15.7%	2.6%	3.4%	2.9%	5.4%
Polymer chemistry	709	16	7	22	16	6	776
Row Percent	91.4%	2.1%	.9%	2.8%	2.1%	.8%	100.0%
Column Percent	8.9%	7.3%	2.7%	9.6%	9.1%	17.6%	8.7%
Other chemical science	162	8	1	4	5	0	180
Row Percent	90.0%	4.4%	.6%	2.2%	2.8%	.0%	100.0%
Column Percent	2.0%	3.7%	.4%	1.7%	2.9%	.0%	2.0%
Business Administration	148	3	0	7	3	1	162
Row Percent	91.4%	1.9%	.0%	4.3%	1.9%	.6%	100.0%
Column Percent	1.9%	1.4%	.0%	3.0%	1.7%	2.9%	1.8%
Computer science	86	5	1	5	1	1	99
Row Percent	86.9%	5.1%	1.0%	5.1%	1.0%	1.0%	100.0%
Column Percent	1.1%	2.3%	.4%	2.2%	.6%	2.9%	1.1%
Law	34	3	0	0	2	0	39
Row Percent	87.2%	7.7%	.0%	.0%	5.1%	.0%	100.0%
Column Percent	.4%	1.4%	.0%	.0%	1.1%	.0%	.4%
Other nonchemistry	293	16	0	11	10	1	331
Row Percent	88.5%	4.8%	.0%	3.3%	3.0%	.3%	100.0%
Column Percent	3.7%	7.3%	.0%	4.8%	5.7%	2.9%	3.7%
No Answer	259	16	10	21	22	0	328
Row Percent	79.0%	4.9%	3.0%	6.4%	6.7%	.0%	100.0%
Column Percent	3.3%	7.3%	3.9%	9.1%	12.6%	.0%	3.7%
Total	7959	219	255	230	175	34	8872
Row Percent	89.7%	2.5%	2.9%	2.6%	2.0%	.4%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 8.8.1

EMPLOYMENT STATUS OF ALL CHEMISTS
by GEOGRAPHIC REGION
1994 Survey of ACS Members

GEOGRAPHIC REGION	EMPLOYMENT STATUS						Total
	Full-time	Part-time	Postdoc	Seeking empl	Not seeking empl	No Answer	
Pacific	953	37	42	36	21	3	1092
Row Percent	87.3%	3.4%	3.8%	3.3%	1.9%	.3%	100.0%
Column Percent	12.0%	16.9%	16.5%	15.7%	12.0%	8.8%	12.3%
Mountain	317	14	20	9	6	1	367
Row Percent	86.4%	3.8%	5.4%	2.5%	1.6%	.3%	100.0%
Column Percent	4.0%	6.4%	7.8%	3.9%	3.4%	2.9%	4.1%
West North Central	511	13	25	13	6	3	571
Row Percent	89.5%	2.3%	4.4%	2.3%	1.1%	.5%	100.0%
Column Percent	6.4%	5.9%	9.8%	5.7%	3.4%	8.8%	6.4%
West South Central	594	12	13	24	18	1	662
Row Percent	89.7%	1.8%	2.0%	3.6%	2.7%	.2%	100.0%
Column Percent	7.5%	5.5%	5.1%	10.4%	10.3%	2.9%	7.5%
East North Central	1617	27	36	36	28	5	1749
Row Percent	92.5%	1.5%	2.1%	2.1%	1.6%	.3%	100.0%
Column Percent	20.3%	12.3%	14.1%	15.7%	16.0%	14.7%	19.7%
East South Central	260	8	4	10	1	1	284
Row Percent	91.5%	2.8%	1.4%	3.5%	.4%	.4%	100.0%
Column Percent	3.3%	3.7%	1.6%	4.3%	.6%	2.9%	3.2%
Middle Atlantic	1667	39	40	44	35	5	1830
Row Percent	91.1%	2.1%	2.2%	2.4%	1.9%	.3%	100.0%
Column Percent	20.9%	17.8%	15.7%	19.1%	20.0%	14.7%	20.6%
South Atlantic	1338	43	42	27	29	7	1486
Row Percent	90.0%	2.9%	2.8%	1.8%	2.0%	.5%	100.0%
Column Percent	16.8%	19.6%	16.5%	11.7%	16.6%	20.6%	16.7%
New England	617	22	30	15	7	3	694
Row Percent	88.9%	3.2%	4.3%	2.2%	1.0%	.4%	100.0%
Column Percent	7.8%	10.0%	11.8%	6.5%	4.0%	8.8%	7.8%
No Answer	85	4	3	16	24	5	137
Row Percent	62.0%	2.9%	2.2%	11.7%	17.5%	3.6%	100.0%
Column Percent	1.1%	1.8%	1.2%	7.0%	13.7%	14.7%	1.5%
Total	7959	219	255	230	175	34	8872
Row Percent	89.7%	2.5%	2.9%	2.6%	2.0%	.4%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 9.1.1

LENGTH OF UNEMPLOYMENT OF CHEMISTS UNEMPLOYED on MARCH 1, 1994
by HIGHEST DEGREE
1994 Survey of ACS Members

HIGHEST DEGREE	LENGTH OF UNEMPLOYMENT						Total
	Less than 1 mo	1-3 mos	4-6 mos	7-12 mos	More than 1 yr	No Answer	
BS	7	17	10	12	18	0	64
Row Percent	10.9%	26.6%	15.6%	18.8%	28.1%	.0%	100.0%
Column Percent	36.8%	37.0%	22.2%	26.7%	25.0%	.0%	27.8%
MS	2	8	10	8	16	1	45
Row Percent	4.4%	17.8%	22.2%	17.8%	35.6%	2.2%	100.0%
Column Percent	10.5%	17.4%	22.2%	17.8%	22.2%	33.3%	19.6%
PhD	10	21	25	25	38	2	121
Row Percent	8.3%	17.4%	20.7%	20.7%	31.4%	1.7%	100.0%
Column Percent	52.6%	45.7%	55.6%	55.6%	52.8%	66.7%	52.6%
Total	19	46	45	45	72	3	230
Row Percent	8.3%	20.0%	19.6%	19.6%	31.3%	1.3%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.1.1

ALL RESPONDENTS
by SEX and HIGHEST DEGREE
1994 Survey of ACS Members

SEX	HIGHEST DEGREE				Total
	BS	MS	PhD	No Answer	
Men	1663	1358	4750	27	7798
Row Percent	21.3%	17.4%	60.9%	.3%	100.0%
Column Percent	71.3%	74.7%	85.0%	58.7%	79.7%
Women	656	447	791	10	1904
Row Percent	34.5%	23.5%	41.5%	.5%	100.0%
Column Percent	28.1%	24.6%	14.2%	21.7%	19.5%
No Answer	14	14	49	9	86
Row Percent	16.3%	16.3%	57.0%	10.5%	100.0%
Column Percent	.6%	.8%	.9%	19.6%	.9%
Total	2333	1819	5590	46	9788
Row Percent	23.8%	18.6%	57.1%	.5%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.2.1

ALL RESPONDENTS
by AGE and HIGHEST DEGREE
1994 Survey of ACS Members

AGE	HIGHEST DEGREE				Total
	BS	MS	PhD	No Answer	
20-29	462	131	185	3	781
Row Percent	59.2%	16.8%	23.7%	.4%	100.0%
Column Percent	19.8%	7.2%	3.3%	6.5%	8.0%
30-39	776	518	1660	7	2961
Row Percent	26.2%	17.5%	56.1%	.2%	100.0%
Column Percent	33.3%	28.5%	29.7%	15.2%	30.3%
40-49	569	575	1605	16	2765
Row Percent	20.6%	20.8%	58.0%	.6%	100.0%
Column Percent	24.4%	31.6%	28.7%	34.8%	28.2%
50-59	335	409	1497	8	2249
Row Percent	14.9%	18.2%	66.6%	.4%	100.0%
Column Percent	14.4%	22.5%	26.8%	17.4%	23.0%
60-69	170	163	574	3	910
Row Percent	18.7%	17.9%	63.1%	.3%	100.0%
Column Percent	7.3%	9.0%	10.3%	6.5%	9.3%
70 or more	1	1	5	0	7
Row Percent	14.3%	14.3%	71.4%	.0%	100.0%
Column Percent	.0%	.1%	.1%	.0%	.1%
No Answer	20	22	64	9	115
Row Percent	17.4%	19.1%	55.7%	7.8%	100.0%
Column Percent	.9%	1.2%	1.1%	19.6%	1.2%
Total	2333	1819	5590	46	9788
Row Percent	23.8%	18.6%	57.1%	.5%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.2.2

MEN RESPONDENTS
by AGE and HIGHEST DEGREE
1994 Survey of ACS Members

AGE	HIGHEST DEGREE				Total
	BS	MS	PhD	No Answer	
20-29	236	63	129	1	429
Row Percent	55.0%	14.7%	30.1%	.2%	100.0%
Column Percent	14.2%	4.6%	2.7%	3.7%	5.5%
30-39	530	362	1311	6	2209
Row Percent	24.0%	16.4%	59.3%	.3%	100.0%
Column Percent	31.9%	26.7%	27.6%	22.2%	28.3%
40-49	451	471	1386	10	2318
Row Percent	19.5%	20.3%	59.8%	.4%	100.0%
Column Percent	27.1%	34.7%	29.2%	37.0%	29.7%
50-59	281	323	1370	8	1982
Row Percent	14.2%	16.3%	69.1%	.4%	100.0%
Column Percent	16.9%	23.8%	28.8%	29.6%	25.4%
60-69	159	134	534	2	829
Row Percent	19.2%	16.2%	64.4%	.2%	100.0%
Column Percent	9.6%	9.9%	11.2%	7.4%	10.6%
70 or more	1	1	5	0	7
Row Percent	14.3%	14.3%	71.4%	.0%	100.0%
Column Percent	.1%	.1%	.1%	.0%	.1%
No Answer	5	4	15	0	24
Row Percent	20.8%	16.7%	62.5%	.0%	100.0%
Column Percent	.3%	.3%	.3%	.0%	.3%
Total	1663	1358	4750	27	7798
Row Percent	21.3%	17.4%	60.9%	.3%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.2.3

WOMEN RESPONDENTS
by AGE and HIGHEST DEGREE
1994 Survey of ACS Members

AGE	HIGHEST DEGREE				Total
	BS	MS	PhD	No Answer	
20-29	226	68	56	2	352
Row Percent	64.2%	19.3%	15.9%	.6%	100.0%
Column Percent	34.5%	15.2%	7.1%	20.0%	18.5%
30-39	246	155	347	1	749
Row Percent	32.8%	20.7%	46.3%	.1%	100.0%
Column Percent	37.5%	34.7%	43.9%	10.0%	39.3%
40-49	118	104	218	6	446
Row Percent	26.5%	23.3%	48.9%	1.3%	100.0%
Column Percent	18.0%	23.3%	27.6%	60.0%	23.4%
50-59	53	86	125	0	264
Row Percent	20.1%	32.6%	47.3%	.0%	100.0%
Column Percent	8.1%	19.2%	15.8%	.0%	13.9%
60-69	11	29	39	1	80
Row Percent	13.8%	36.3%	48.8%	1.3%	100.0%
Column Percent	1.7%	6.5%	4.9%	10.0%	4.2%
No Answer	2	5	6	0	13
Row Percent	15.4%	38.5%	46.2%	.0%	100.0%
Column Percent	.3%	1.1%	.8%	.0%	.7%
Total	656	447	791	10	1904
Row Percent	34.5%	23.5%	41.5%	.5%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.3.1

ALL RESPONDENTS
by WORK SPECIALTY and HIGHEST DEGREE
1994 Survey of ACS Members

WORK SPECIATY	HIGHEST DEGREE				Total
	BS	MS	PhD	No Answer	
Chemical engineering	121	139	250	2	512
Row Percent	23.6%	27.1%	48.8%	.4%	100.0%
Column Percent	5.2%	7.6%	4.5%	4.3%	5.2%
Biochemistry	46	37	436	0	519
Row Percent	8.9%	7.1%	84.0%	.0%	100.0%
Column Percent	2.0%	2.0%	7.8%	.0%	5.3%
Biotechnology	30	33	173	0	236
Row Percent	12.7%	14.0%	73.3%	.0%	100.0%
Column Percent	1.3%	1.8%	3.1%	.0%	2.4%
General chemistry	131	130	212	1	474
Row Percent	27.6%	27.4%	44.7%	.2%	100.0%
Column Percent	5.6%	7.1%	3.8%	2.2%	4.8%
Agricultural chemistry	61	53	148	0	262
Row Percent	23.3%	20.2%	56.5%	.0%	100.0%
Column Percent	2.6%	2.9%	2.6%	.0%	2.7%
Analytical chemistry	634	334	682	15	1665
Row Percent	38.1%	20.1%	41.0%	.9%	100.0%
Column Percent	27.2%	18.4%	12.2%	32.6%	17.0%
Clinical chemistry	17	18	65	0	100
Row Percent	17.0%	18.0%	65.0%	.0%	100.0%
Column Percent	.7%	1.0%	1.2%	.0%	1.0%
Environmental chemistry	306	196	286	3	791
Row Percent	38.7%	24.8%	36.2%	.4%	100.0%
Column Percent	13.1%	10.8%	5.1%	6.5%	8.1%
Inorganic chemistry	47	27	280	0	354
Row Percent	13.3%	7.6%	79.1%	.0%	100.0%
Column Percent	2.0%	1.5%	5.0%	.0%	3.6%
Materials science	70	43	220	1	334
Row Percent	21.0%	12.9%	65.9%	.3%	100.0%
Column Percent	3.0%	2.4%	3.9%	2.2%	3.4%

Table 10.3.1 (Continued)

ALL RESPONDENTS
by WORK SPECIALTY and HIGHEST DEGREE
1994 Survey of ACS Members

WORK SPECIALTY	HIGHEST DEGREE				Total
	BS	MS	PhD	No Answer	
Medicinal-Pharmaceutical	104	93	403	3	603
Row Percent	17.2%	15.4%	66.8%	.5%	100.0%
Column Percent	4.5%	5.1%	7.2%	6.5%	6.2%
Organic chemistry	180	158	794	4	1136
Row Percent	15.8%	13.9%	69.9%	.4%	100.0%
Column Percent	7.7%	8.7%	14.2%	8.7%	11.6%
Physical chemistry	27	28	428	0	483
Row Percent	5.6%	5.8%	88.6%	.0%	100.0%
Column Percent	1.2%	1.5%	7.7%	.0%	4.9%
Polymer chemistry	183	115	474	4	776
Row Percent	23.6%	14.8%	61.1%	.5%	100.0%
Column Percent	7.8%	6.3%	8.5%	8.7%	7.9%
Other chemical science	38	54	87	1	180
Row Percent	21.1%	30.0%	48.3%	.6%	100.0%
Column Percent	1.6%	3.0%	1.6%	2.2%	1.8%
Business Administration	62	90	93	0	245
Row Percent	25.3%	36.7%	38.0%	.0%	100.0%
Column Percent	2.7%	4.9%	1.7%	.0%	2.5%
Computer science	27	31	57	0	115
Row Percent	23.5%	27.0%	49.6%	.0%	100.0%
Column Percent	1.2%	1.7%	1.0%	.0%	1.2%
Law	11	13	38	1	63
Row Percent	17.5%	20.6%	60.3%	1.6%	100.0%
Column Percent	.5%	.7%	.7%	2.2%	.6%
Other nonchemistry	105	131	242	0	478
Row Percent	22.0%	27.4%	50.6%	.0%	100.0%
Column Percent	4.5%	7.2%	4.3%	.0%	4.9%
No Answer	133	96	222	11	462
Row Percent	28.8%	20.8%	48.1%	2.4%	100.0%
Column Percent	5.7%	5.3%	4.0%	23.9%	4.7%
Total	2333	1819	5590	46	9788
Row Percent	23.8%	18.6%	57.1%	.5%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.4.1

ALL RESPONDENTS
by RACE/ETHNICITY and HIGHEST DEGREE
1994 Survey of ACS Members

RACE	HIGHEST DEGREE				Total
	BS	MS	PhD	No Answer	
American Indian	16	7	21	0	44
Row Percent	36.4%	15.9%	47.7%	.0%	100.0%
Column Percent	.7%	.4%	.4%	.0%	.4%
Asian	76	120	659	0	855
Row Percent	8.9%	14.0%	77.1%	.0%	100.0%
Column Percent	3.3%	6.6%	11.8%	.0%	8.7%
Black	62	28	64	0	154
Row Percent	40.3%	18.2%	41.6%	.0%	100.0%
Column Percent	2.7%	1.5%	1.1%	.0%	1.6%
White	2063	1587	4600	33	8283
Row Percent	24.9%	19.2%	55.5%	.4%	100.0%
Column Percent	88.4%	87.2%	82.3%	71.7%	84.6%
Hispanic	53	31	96	1	181
Row Percent	29.3%	17.1%	53.0%	.6%	100.0%
Column Percent	2.3%	1.7%	1.7%	2.2%	1.8%
Other	20	9	48	3	80
Row Percent	25.0%	11.3%	60.0%	3.8%	100.0%
Column Percent	.9%	.5%	.9%	6.5%	.8%
No Answer	43	37	102	9	191
Row Percent	22.5%	19.4%	53.4%	4.7%	100.0%
Column Percent	1.8%	2.0%	1.8%	19.6%	2.0%
Total	2333	1819	5590	46	9788
Row Percent	23.8%	18.6%	57.1%	.5%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.5.1

ALL RESPONDENTS
by RACE/ETHNICITY and SEX
1994 Survey of ACS Members

RACE	SEX			Total
	Men	Women	No Answer	
American Indian	36	8	0	44
Row Percent	81.8%	18.2%	.0%	100.0%
Column Percent	.5%	.4%	.0%	.4%
Asian	681	173	1	855
Row Percent	79.6%	20.2%	.1%	100.0%
Column Percent	8.7%	9.1%	1.2%	8.7%
Black	113	41	0	154
Row Percent	73.4%	26.6%	.0%	100.0%
Column Percent	1.4%	2.2%	.0%	1.6%
White	6671	1607	5	8283
Row Percent	80.5%	19.4%	.1%	100.0%
Column Percent	85.5%	84.4%	5.8%	84.6%
Hispanic	130	51	0	181
Row Percent	71.8%	28.2%	.0%	100.0%
Column Percent	1.7%	2.7%	.0%	1.8%
Other	66	14	0	80
Row Percent	82.5%	17.5%	.0%	100.0%
Column Percent	.8%	.7%	.0%	.8%
No Answer	101	10	80	191
Row Percent	52.9%	5.2%	41.9%	100.0%
Column Percent	1.3%	.5%	93.0%	2.0%
Total	7798	1904	86	9788
Row Percent	79.7%	19.5%	.9%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%

Table 10.6.1

ALL RESPONDENTS
by RACE/ETHNICITY and CITIZENSHIP
1994 Survey of ACS Members

RACE/ETHNICITY	CITIZENSHIP					Total
	Native	Naturalized	Perm Res	Other visa	No Answer	
American Indian	39	3	1	1	0	44
Row Percent	88.6%	6.8%	2.3%	2.3%	.0%	100.0%
Column Percent	.5%	.4%	.2%	.7%	.0%	.4%
Asian	88	374	319	73	1	855
Row Percent	10.3%	43.7%	37.3%	8.5%	.1%	100.0%
Column Percent	1.1%	45.1%	53.8%	50.3%	1.1%	8.7%
Black	107	25	18	4	0	154
Row Percent	69.5%	16.2%	11.7%	2.6%	.0%	100.0%
Column Percent	1.3%	3.0%	3.0%	2.8%	.0%	1.6%
White	7651	356	215	55	6	8283
Row Percent	92.4%	4.3%	2.6%	.7%	.1%	100.0%
Column Percent	94.1%	42.9%	36.3%	37.9%	6.9%	84.6%
Hispanic	98	48	26	8	1	181
Row Percent	54.1%	26.5%	14.4%	4.4%	.6%	100.0%
Column Percent	1.2%	5.8%	4.4%	5.5%	1.1%	1.8%
Other	50	15	10	4	1	80
Row Percent	62.5%	18.8%	12.5%	5.0%	1.3%	100.0%
Column Percent	.6%	1.8%	1.7%	2.8%	1.1%	.8%
No Answer	100	9	4	0	78	191
Row Percent	52.4%	4.7%	2.1%	.0%	40.8%	100.0%
Column Percent	1.2%	1.1%	.7%	.0%	89.7%	2.0%
Total	8133	830	593	145	87	9788
Row Percent	83.1%	8.5%	6.1%	1.5%	.9%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.7.1

ALL RESPONDENTS
by GEOGRAPHIC REGION and AGE
1994 Survey of ACS Members

GEOGRAPHIC REGION	AGE							Total
	20-29	30-39	40-49	50-59	60-69	70 or more	No Answer	
Pacific	87	388	350	274	86	0	12	1197
Row Percent	7.3%	32.4%	29.2%	22.9%	7.2%	.0%	1.0%	100.0%
Column Percent	11.1%	13.1%	12.7%	12.2%	9.5%	.0%	10.4%	12.2%
Mountain	32	139	125	76	28	0	3	403
Row Percent	7.9%	34.5%	31.0%	18.9%	6.9%	.0%	.7%	100.0%
Column Percent	4.1%	4.7%	4.5%	3.4%	3.1%	.0%	2.6%	4.1%
West North Central	48	202	172	141	52	0	5	620
Row Percent	7.7%	32.6%	27.7%	22.7%	8.4%	.0%	.8%	100.0%
Column Percent	6.1%	6.8%	6.2%	6.3%	5.7%	.0%	4.3%	6.3%
West South Central	43	224	200	197	77	0	12	753
Row Percent	5.7%	29.7%	26.6%	26.2%	10.2%	.0%	1.6%	100.0%
Column Percent	5.5%	7.6%	7.2%	8.8%	8.5%	.0%	10.4%	7.7%
East North Central	175	565	559	427	148	1	19	1894
Row Percent	9.2%	29.8%	29.5%	22.5%	7.8%	.1%	1.0%	100.0%
Column Percent	22.4%	19.1%	20.2%	19.0%	16.3%	14.3%	16.5%	19.4%
East South Central	32	78	91	73	41	0	1	316
Row Percent	10.1%	24.7%	28.8%	23.1%	13.0%	.0%	.3%	100.0%
Column Percent	4.1%	2.6%	3.3%	3.2%	4.5%	.0%	.9%	3.2%
Middle Atlantic	169	611	546	476	201	3	17	2023
Row Percent	8.4%	30.2%	27.0%	23.5%	9.9%	.1%	.8%	100.0%
Column Percent	21.6%	20.6%	19.7%	21.2%	22.1%	42.9%	14.8%	20.7%
South Atlantic	128	482	458	388	167	2	16	1641
Row Percent	7.8%	29.4%	27.9%	23.6%	10.2%	.1%	1.0%	100.0%
Column Percent	16.4%	16.3%	16.6%	17.3%	18.4%	28.6%	13.9%	16.8%

Table 10.7.1 (Continued)

ALL RESPONDENTS
by GEOGRAPHIC REGION and AGE
1994 Survey of ACS Members

GEOGRAPHIC REGION	AGE							Total
	20-29	30-39	40-49	50-59	60-69	70 or more	No Answer	
New England	56	240	229	158	76	0	9	768
Row Percent	7.3%	31.3%	29.8%	20.6%	9.9%	.0%	1.2%	100.0%
Column Percent	7.2%	8.1%	8.3%	7.0%	8.4%	.0%	7.8%	7.8%
No Answer	11	32	35	39	34	1	21	173
Row Percent	6.4%	18.5%	20.2%	22.5%	19.7%	.6%	12.1%	100.0%
Column Percent	1.4%	1.1%	1.3%	1.7%	3.7%	14.3%	18.3%	1.8%
Total	781	2961	2765	2249	910	7	115	9788
Row Percent	8.0%	30.3%	28.2%	23.0%	9.3%	.1%	1.2%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.8.1

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK FUNCTION
1994 Survey of ACS Members

WORK FUNTION	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN Central	WS Central	EN Central	ES Central	Middle Atl	S Atl	New England	No Answer	
R&D Mgt	138	40	54	49	187	21	258	187	104	17	1055
Row Percent	13.1%	3.8%	5.1%	4.6%	17.7%	2.0%	24.5%	17.7%	9.9%	1.6%	100.0%
Column Percent	11.5%	9.9%	8.7%	6.5%	9.9%	6.6%	12.8%	11.4%	13.5%	9.8%	10.8%
Basic research	106	25	25	31	136	24	185	138	61	7	738
Row Percent	14.4%	3.4%	3.4%	4.2%	18.4%	3.3%	25.1%	18.7%	8.3%	.9%	100.0%
Column Percent	8.9%	6.2%	4.0%	4.1%	7.2%	7.6%	9.1%	8.4%	7.9%	4.0%	7.5%
Applied research	270	70	155	183	536	54	586	346	197	26	2423
Row Percent	11.1%	2.9%	6.4%	7.6%	22.1%	2.2%	24.2%	14.3%	8.1%	1.1%	100.0%
Column Percent	22.6%	17.4%	25.0%	24.3%	28.3%	17.1%	29.0%	21.1%	25.7%	15.0%	24.8%
General Mgt	81	41	31	44	101	19	101	129	38	10	595
Row Percent	13.6%	6.9%	5.2%	7.4%	17.0%	3.2%	17.0%	21.7%	6.4%	1.7%	100.0%
Column Percent	6.8%	10.2%	5.0%	5.8%	5.3%	6.0%	5.0%	7.9%	4.9%	5.8%	6.1%
Marketing	46	12	23	30	95	17	90	63	35	7	418
Row Percent	11.0%	2.9%	5.5%	7.2%	22.7%	4.1%	21.5%	15.1%	8.4%	1.7%	100.0%
Column Percent	3.8%	3.0%	3.7%	4.0%	5.0%	5.4%	4.4%	3.8%	4.6%	4.0%	4.3%
Production	68	25	51	63	120	31	114	95	39	16	622
Row Percent	10.9%	4.0%	8.2%	10.1%	19.3%	5.0%	18.3%	15.3%	6.3%	2.6%	100.0%
Column Percent	5.7%	6.2%	8.2%	8.4%	6.3%	9.8%	5.6%	5.8%	5.1%	9.2%	6.4%
Health & Safety	41	7	22	27	52	8	71	82	20	2	332
Row Percent	12.3%	2.1%	6.6%	8.1%	15.7%	2.4%	21.4%	24.7%	6.0%	.6%	100.0%
Column Percent	3.4%	1.7%	3.5%	3.6%	2.7%	2.5%	3.5%	5.0%	2.6%	1.2%	3.4%
Forensics	9	7	3	2	10	0	9	14	8	0	62
Row Percent	14.5%	11.3%	4.8%	3.2%	16.1%	.0%	14.5%	22.6%	12.9%	.0%	100.0%
Column Percent	.8%	1.7%	.5%	.3%	.5%	.0%	.4%	.9%	1.0%	.0%	.6%

Table 10.8.1 (Continued)

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK FUNCTION
1994 Survey of ACS Members

GEOGRAPHIC REGION	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN Central	WS Central	EN Central	ES Central	Middle Atl	S Atl	New England	No Answer	
Other lab analysis	46	20	28	32	79	14	67	49	27	10	372
Row Percent	12.4%	5.4%	7.5%	8.6%	21.2%	3.8%	18.0%	13.2%	7.3%	2.7%	100.0%
Column Percent	3.8%	5.0%	4.5%	4.2%	4.2%	4.4%	3.3%	3.0%	3.5%	5.8%	3.8%
Teaching	5	2	0	1	8	0	6	10	3	0	35
Row Percent	14.3%	5.7%	.0%	2.9%	22.9%	.0%	17.1%	28.6%	8.6%	.0%	100.0%
Column Percent	.4%	.5%	.0%	.1%	.4%	.0%	.3%	.6%	.4%	.0%	.4%
Chem info services	7	2	3	3	32	0	16	12	0	1	76
Row Percent	9.2%	2.6%	3.9%	3.9%	42.1%	.0%	21.1%	15.8%	.0%	1.3%	100.0%
Column Percent	.6%	.5%	.5%	.4%	1.7%	.0%	.8%	.7%	.0%	.6%	.8%
Computers	4	3	7	6	7	1	12	11	1	1	53
Row Percent	7.5%	5.7%	13.2%	11.3%	13.2%	1.9%	22.6%	20.8%	1.9%	1.9%	100.0%
Column Percent	.3%	.7%	1.1%	.8%	.4%	.3%	.6%	.7%	.1%	.6%	.5%
Patents	8	1	3	7	9	0	16	18	4	1	67
Row Percent	11.9%	1.5%	4.5%	10.4%	13.4%	.0%	23.9%	26.9%	6.0%	1.5%	100.0%
Column Percent	.7%	.2%	.5%	.9%	.5%	.0%	.8%	1.1%	.5%	.6%	.7%
Consulting	54	25	13	18	25	12	44	68	21	6	286
Row Percent	18.9%	8.7%	4.5%	6.3%	8.7%	4.2%	15.4%	23.8%	7.3%	2.1%	100.0%
Column Percent	4.5%	6.2%	2.1%	2.4%	1.3%	3.8%	2.2%	4.1%	2.7%	3.5%	2.9%
Other	39	13	13	28	58	7	67	59	16	9	309
Row Percent	12.6%	4.2%	4.2%	9.1%	18.8%	2.3%	21.7%	19.1%	5.2%	2.9%	100.0%
Column Percent	3.3%	3.2%	2.1%	3.7%	3.1%	2.2%	3.3%	3.6%	2.1%	5.2%	3.2%
No Answer	275	110	189	229	439	108	381	360	194	60	2345
Row Percent	11.7%	4.7%	8.1%	9.8%	18.7%	4.6%	16.2%	15.4%	8.3%	2.6%	100.0%
Column Percent	23.0%	27.3%	30.5%	30.4%	23.2%	34.2%	18.8%	21.9%	25.3%	34.7%	24.0%
Total	1197	403	620	753	1894	316	2023	1641	768	173	9788
Row Percent	12.2%	4.1%	6.3%	7.7%	19.4%	3.2%	20.7%	16.8%	7.8%	1.8%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.9.1

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK SPECIALTY
1994 Survey of ACS Members

WORK SPECIALTY	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN Central	WS Central	EN Central	ES Central	Middle Atl	S Atl	New England	No Answer	
Chemical engineering	62	18	29	69	83	22	99	86	39	5	512
Row Percent	12.1%	3.5%	5.7%	13.5%	16.2%	4.3%	19.3%	16.8%	7.6%	1.0%	100.0%
Column Percent	5.2%	4.5%	4.7%	9.2%	4.4%	7.0%	4.9%	5.2%	5.1%	2.9%	5.2%
Biochemistry	59	15	56	45	101	21	80	91	47	4	519
Row Percent	11.4%	2.9%	10.8%	8.7%	19.5%	4.0%	15.4%	17.5%	9.1%	.8%	100.0%
Column Percent	4.9%	3.7%	9.0%	6.0%	5.3%	6.6%	4.0%	5.5%	6.1%	2.3%	5.3%
Biotechnology	63	6	13	6	27	1	43	36	39	2	236
Row Percent	26.7%	2.5%	5.5%	2.5%	11.4%	.4%	18.2%	15.3%	16.5%	.8%	100.0%
Column Percent	5.3%	1.5%	2.1%	.8%	1.4%	.3%	2.1%	2.2%	5.1%	1.2%	2.4%
General chemistry	57	14	29	42	99	25	82	76	44	6	474
Row Percent	12.0%	3.0%	6.1%	8.9%	20.9%	5.3%	17.3%	16.0%	9.3%	1.3%	100.0%
Column Percent	4.8%	3.5%	4.7%	5.6%	5.2%	7.9%	4.1%	4.6%	5.7%	3.5%	4.8%
Agricultural chemistry	37	9	24	10	54	8	54	58	5	3	262
Row Percent	14.1%	3.4%	9.2%	3.8%	20.6%	3.1%	20.6%	22.1%	1.9%	1.1%	100.0%
Column Percent	3.1%	2.2%	3.9%	1.3%	2.9%	2.5%	2.7%	3.5%	.7%	1.7%	2.7%
Analytical chemistry	192	94	108	136	356	54	327	267	110	21	1665
Row Percent	11.5%	5.6%	6.5%	8.2%	21.4%	3.2%	19.6%	16.0%	6.6%	1.3%	100.0%
Column Percent	16.0%	23.3%	17.4%	18.1%	18.8%	17.1%	16.2%	16.3%	14.3%	12.1%	17.0%
Clinical chemistry	20	1	6	8	12	4	15	21	10	3	100
Row Percent	20.0%	1.0%	6.0%	8.0%	12.0%	4.0%	15.0%	21.0%	10.0%	3.0%	100.0%
Column Percent	1.7%	.2%	1.0%	1.1%	.6%	1.3%	.7%	1.3%	1.3%	1.7%	1.0%
Environmental chemistry	137	51	65	65	130	30	127	141	51	12	791
Row Percent	17.3%	6.7%	5.7%	8.2%	16.4%	3.8%	16.1%	17.8%	6.4%	1.5%	100.0%
Column Percent	11.4%	12.2%	7.3%	8.6%	6.9%	9.5%	6.3%	8.6%	6.6%	6.9%	8.1%

Table 10.9.1 (Continued)

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK SPECIALTY
1994 Survey of ACS Members

WORK SPECIALTY	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN Central	WS Central	EN Central	ES Central	Middle Atl	S Atl	New England	No Answer	
Inorganic chemistry	40	19	25	32	77	13	74	51	20	3	354
Row Percent	11.3%	5.4%	7.1%	9.0%	21.8%	3.7%	20.9%	14.4%	5.6%	.8%	100.0%
Column Percent	3.3%	4.7%	4.0%	4.2%	4.1%	4.1%	3.7%	3.1%	2.6%	1.7%	3.6%
Materials science	42	16	17	19	57	10	95	49	25	4	334
Row Percent	12.6%	4.8%	5.1%	5.7%	17.1%	3.0%	28.4%	14.7%	7.5%	1.2%	100.0%
Column Percent	3.5%	4.0%	2.7%	2.5%	3.0%	3.2%	4.7%	3.0%	3.3%	2.3%	3.4%
Medicinal-Pharmaceutical	60	14	35	17	118	8	189	86	69	7	603
Row Percent	10.0%	2.3%	5.8%	2.8%	19.6%	1.3%	31.3%	14.3%	11.4%	1.2%	100.0%
Column Percent	5.0%	3.5%	5.6%	2.3%	6.2%	2.5%	9.3%	5.2%	9.0%	4.0%	6.2%
Organic chemistry	126	37	72	100	232	40	240	181	91	17	1136
Row Percent	11.1%	3.3%	6.3%	8.8%	20.4%	3.5%	21.1%	15.9%	8.0%	1.5%	100.0%
Column Percent	10.5%	9.2%	11.6%	13.3%	12.2%	12.7%	11.9%	11.0%	11.8%	9.8%	11.6%
Physical chemistry	72	19	30	33	97	16	102	73	36	5	483
Row Percent	14.9%	3.9%	6.2%	6.8%	20.1%	3.3%	21.1%	15.1%	7.5%	1.0%	100.0%
Column Percent	6.0%	4.7%	4.8%	4.4%	5.1%	5.1%	5.0%	4.4%	4.7%	2.9%	4.9%
Polymer chemistry	58	14	42	55	203	27	161	131	69	16	776
Row Percent	7.5%	1.8%	5.4%	7.1%	26.2%	3.5%	20.7%	16.9%	8.9%	2.1%	100.0%
Column Percent	4.8%	3.5%	6.8%	7.3%	10.7%	8.5%	8.0%	8.0%	9.0%	9.2%	7.9%
Other chemical science	20	10	10	15	32	5	38	31	17	2	180
Row Percent	11.1%	5.6%	5.6%	8.3%	17.8%	2.8%	21.1%	17.2%	9.4%	1.1%	100.0%
Column Percent	1.7%	2.5%	1.6%	2.0%	1.7%	1.6%	1.9%	1.9%	2.2%	1.2%	1.8%
Business Administration	29	9	16	23	45	4	55	45	15	4	245
Row Percent	11.8%	3.7%	6.5%	9.4%	18.4%	1.6%	22.4%	18.4%	6.1%	1.6%	100.0%
Column Percent	2.4%	2.2%	2.6%	3.1%	2.4%	1.3%	2.7%	2.7%	2.0%	2.3%	2.5%

Table 10.9.1 (Continued)

ALL RESPONDENTS
by GEOGRAPHIC REGION and WORK SPECIALTY
1994 Survey of ACS Members

WORK SPECIALTY	GEOGRAPHIC REGION										Total
	Pacific	Mount	WN Central	WS Central	EN Central	ES Central	Middle Atl	S Atl	New England	No Answer	
Computer science	13	6	7	10	16	3	23	23	10	4	115
Row Percent	11.3%	5.2%	6.1%	8.7%	13.9%	2.6%	20.0%	20.0%	8.7%	3.5%	100.0%
Column Percent	1.1%	1.5%	1.1%	1.3%	.8%	.9%	1.1%	1.4%	1.3%	2.3%	1.2%
Law	9	1	2	7	10	2	14	13	4	1	63
Row Percent	14.3%	1.6%	3.2%	11.1%	15.9%	3.2%	22.2%	20.6%	6.3%	1.6%	100.0%
Column Percent	.8%	.2%	.3%	.9%	.5%	.6%	.7%	.8%	.5%	.6%	.6%
Other nonchemistry	53	19	29	34	78	7	103	112	34	9	478
Row Percent	11.1%	4.0%	6.1%	7.1%	16.3%	1.5%	21.5%	23.4%	7.1%	1.9%	100.0%
Column Percent	4.4%	4.7%	4.7%	4.5%	4.1%	2.2%	5.1%	6.8%	4.4%	5.2%	4.9%
No Answer	48	29	25	27	67	16	102	70	33	45	462
Row Percent	10.4%	6.3%	5.4%	5.8%	14.5%	3.5%	22.1%	15.2%	7.1%	9.7%	100.0%
Column Percent	4.0%	7.2%	4.0%	3.6%	3.5%	5.1%	5.0%	4.3%	4.3%	26.0%	4.7%
Total	1197	403	620	753	1894	316	2023	1641	768	173	9788
Row Percent	12.2%	4.1%	6.3%	7.7%	19.4%	3.2%	20.7%	16.8%	7.8%	1.8%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 10.10.1

ALL RESPONDENTS
by GEOGRAPHIC REGION and SEX
1994 Survey of ACS Members

GEOGRAPHIC REGION	SEX			Total
	Men	Women	No Answer	
Pacific	938	250	9	1197
Row Percent	78.4%	20.9%	.8%	100.0%
Column Percent	12.0%	13.1%	10.5%	12.2%
Mountain	323	78	2	403
Row Percent	80.1%	19.4%	.5%	100.0%
Column Percent	4.1%	4.1%	2.3%	4.1%
West North Central	506	111	3	620
Row Percent	81.6%	17.9%	.5%	100.0%
Column Percent	6.5%	5.8%	3.5%	6.3%
West South Central	605	137	11	753
Row Percent	80.3%	18.2%	1.5%	100.0%
Column Percent	7.8%	7.2%	12.8%	7.7%
East North Central	1511	370	13	1894
Row Percent	79.8%	19.5%	.7%	100.0%
Column Percent	19.4%	19.4%	15.1%	19.4%
East South Central	258	58	0	316
Row Percent	81.6%	18.4%	.0%	100.0%
Column Percent	3.3%	3.0%	.0%	3.2%
Middle Atlantic	1661	351	11	2023
Row Percent	82.1%	17.4%	.5%	100.0%
Column Percent	21.3%	18.4%	12.8%	20.7%
South Atlantic	1279	348	14	1641
Row Percent	77.9%	21.2%	.9%	100.0%
Column Percent	16.4%	18.3%	16.3%	16.8%
New England	597	166	5	768
Row Percent	77.7%	21.6%	.7%	100.0%
Column Percent	7.7%	8.7%	5.8%	7.8%
No Answer	120	35	18	173
Row Percent	69.4%	20.2%	10.4%	100.0%
Column Percent	1.5%	1.8%	20.9%	1.8%
Total	7798	1904	86	9788
Row Percent	79.7%	19.5%	.9%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%

Table 10.11.1

ALL RESPONDENTS
by GEOGRAPHIC REGION and HIGHEST DEGREE
1994 Survey of ACS Members

GEOGRAPHIC REGION	HIGHEST DEGREE				Total
	BS	MS	PhD	No Answer	
Pacific	266	207	719	5	1197
Row Percent	22.2%	17.3%	60.1%	.4%	100.0%
Column Percent	11.4%	11.4%	12.9%	10.9%	12.2%
Mountain	105	76	222	0	403
Row Percent	26.1%	18.9%	55.1%	.0%	100.0%
Column Percent	4.5%	4.2%	4.0%	.0%	4.1%
West North Central	164	118	335	3	620
Row Percent	26.5%	19.0%	54.0%	.5%	100.0%
Column Percent	7.0%	6.5%	6.0%	6.5%	6.3%
West South Central	156	129	467	1	753
Row Percent	20.7%	17.1%	62.0%	.1%	100.0%
Column Percent	6.7%	7.1%	8.4%	2.2%	7.7%
East North Central	483	401	999	11	1894
Row Percent	25.5%	21.2%	52.7%	.6%	100.0%
Column Percent	20.7%	22.0%	17.9%	23.9%	19.4%
East South Central	80	56	176	4	316
Row Percent	25.3%	17.7%	55.7%	1.3%	100.0%
Column Percent	3.4%	3.1%	3.1%	8.7%	3.2%
Middle Atlantic	476	372	1170	5	2023
Row Percent	23.5%	18.4%	57.8%	.2%	100.0%
Column Percent	20.4%	20.5%	20.9%	10.9%	20.7%
South Atlantic	402	285	949	5	1641
Row Percent	24.5%	17.4%	57.8%	.3%	100.0%
Column Percent	17.2%	15.7%	17.0%	10.9%	16.8%
New England	151	143	471	3	768
Row Percent	19.7%	18.6%	61.3%	.4%	100.0%
Column Percent	6.5%	7.9%	8.4%	6.5%	7.8%
No Answer	50	32	82	9	173
Row Percent	28.9%	18.5%	47.4%	5.2%	100.0%
Column Percent	2.1%	1.8%	1.5%	19.6%	1.8%
Total	2333	1819	5590	46	9788
Row Percent	23.8%	18.6%	57.1%	.5%	100.0%
Column Percent	100.0%	100.0%	100.0%	100.0%	100.0%

Table 11.1.1

Type and Amount of LEAVE of
CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Leave	% Having	Count	Median days
Holidays	99.2	4980	10
Annual leave	98.0	4922	15
Sick leave	87.4	4389	10
Care of sick family	44.7	2242	5
Funeral leave	79.6	3988	3
Jury duty leave	79.4	3987	5
Paid parental leave	18.4	923	30
Other paid personal leave	14.9	750	3

Table 11.1.2

Type of INSURANCE and Fraction Paid by Employer of
CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

			Percent paid by employer				
Type of Insurance	% Having	Count	100%	50-99%	1-49%	None	Not appl.
Life insurance for employee	98.0	4782	55.8	29.6	8.7	4.8	1.1
Life insurance for family	58.4	2848	10.4	36.9	10.4	39.0	3.3
Accidental death insurance	84.2	4107	48.1	28.3	7.7	14.7	1.2
Long term care insurance	51.1	2496	26.7	39.0	10.7	21.1	2.5
Other insurance	35.2	1719	74.9	14.9	3.4	4.9	1.9
Long term disability	79.0	3857	Median % of salary paid:				60%
Short term disability	62.6	3053	Median % of salary paid:				100%

Table 11.1.3

Type of MEDICAL PLAN and Fraction Paid by Employer of
CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Medical Plan	% Having	Count	Percent paid by employer 100%	50-99%	1-49%	None	Not appl.
Medical coverage for employee	97.1	4822	24.4	67.1	6.6	1.0	.9
Medical coverage for family	95.5	4742	13.1	71.5	9.1	4.2	2.2
Dental coverage for employee	90.0	4468	22.7	64.0	9.3	3.1	.9
Dental coverage for family	87.6	4346	14.2	67.7	11.1	4.8	2.2
Vision coverage for employee	44.4	2204	21.0	52.5	16.1	8.2	2.3
Vision coverage for family	38.4	1904	11.6	56.7	17.6	11.2	2.9
Prescription drug program	74.9	3717	16.6	68.9	9.8	2.2	2.5
Annual physical	51.8	2569	66.7	26.7	3.5	1.3	1.7
Wellness program	38.4	1904	37.3	35.9	13.1	8.0	5.7
Other medical coverage	2.1	102	33.7	38.6	9.6	8.4	9.6

Table 11.1.4

Type of RETIREMENT PLAN and Fraction Paid by Employer of
CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Retirement Plan	% Having	Count	Median % of salary contributed by employer
Defined benefit plan	62.8	2925	
Savings plans	89.4	4159	4%
Employee stock ownership	38.9	1812	4%
Matching savings	38.7	1803	4%
Profit sharing	26.6	1238	
Stock options	26.4	1220	
Flexible spending account	36.1	1682	
Other retirement plan	1.1	52	

Table 11.1.5

Type of PROFESSIONAL DEVELOPMENT PROGRAM and Fraction Paid by Employer of CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Professional Development	% Having	Count	Percent paid by employer 100%	50-99%	1-49%	None	Not appl.
Inhouse training	79.2	3650	98.6	.7	.1	.1	.4
Outside seminars	88.1	4060	96.5	2.5	.4	.4	.2
Cultural diversity training	23.1	1063	95.1	3.0	.3	.1	1.5
Tuition reimbursement	80.4	3705	66.9	29.3	2.6	.2	.9
Educational leave	15.6	720	36.4	15.0	4.2	37.1	7.4
Other professional development	1.4	66	87.9	8.6	1.7	1.7	--
Travel to meetings	85.9	3958	Median number of meetings: 2				
Association dues	67.5	3112	Median number of societies:1				
Sabbatical leave	5.0	232					

Table 11.1.6

Type of OTHER BENEFIT PROGRAM and Fraction Paid by Employer of CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Other Program	% Having	Count	Percent paid by employer 100%	50-99%	1-49%	None	Not appl.
Personal safety equipment	87.9	3501	88.7	8.9	1.3	1.0	.2
Onsite child care	4.7	189	2.8	19.0	28.2	40.1	9.9
Offsite child care	9.2	367	2.0	12.2	28.9	49.0	7.8
Flex benefits	30.5	1214					
Benefit trading with others	1.0	40					
Employee assistance program	52.8	2106					
Other program	1.5	60	34.9	23.3	16.3	14.0	11.6

Table 11.1.7

Type of LEAVE by SIZE OF INDUSTRIAL EMPLOYER of
CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Leave	Number of Employees				
	LT 500	500-2,499	2,500-9,999	10,000-24,999	25,000+
Holidays	98.3	99.8	99.4	99.5	99.3
Annual Leave	98.0	98.8	98.4	98.2	97.9
Sick Leave	87.0	88.2	88.8	86.0	87.1
Care of Sick Family	32.8	41.1	47.4	46.0	56.9
Funeral Leave	67.6	83.2	84.6	79.9	85.0
Jury Duty	65.8	80.5	84.6	84.6	85.7
Paid Parental Leave	12.1	14.3	20.1	1.4	26.1
Other Paid Personal Leave	12.4	14.4	16.9	14.6	16.3
Count	1212	952	945	656	1220

Table 11.1.8

Type of INSURANCE by SIZE OF INDUSTRIAL EMPLOYER of
CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Insurance	Number of Employees				
	LT 500	500-2,499	2,500-9,999	10,000-24,999	25,000+
Life insurance - employee	95.9	97.8	98.8	98.5	99.3
Life insurance - family	34.8	56.1	66.0	62.8	73.7
Accidental death	73.8	84.9	87.5	87.3	89.0
Long term care insurance	38.6	48.0	53.6	58.0	59.8
Other insurance	17.9	36.3	42.9	37.8	43.2
Long term disability	68.0	79.3	83.4	82.4	84.0
Short term disability	50.9	65.1	66.7	62.1	68.5
Count	1120	935	941	646	1204

Table 11.1.9

Type of MEDICAL PLAN by SIZE OF INDUSTRIAL EMPLOYER of
CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Medical Plan	Number of Employees				
	LT 500	500-2,499	2,500-9,999	10,000-24,999	25,000+
Medical coverage - employee	95.1	97.2	97.8	97.7	98.3
Medical coverage - family	91.5	95.0	98.1	97.2	97.2
Dental coverage - employee	74.9	92.8	93.4	95.8	96.9
Dental coverage - family	70.5	89.0	93.1	94.4	95.4
Vision coverage - employee	30.5	47.4	51.9	46.7	49.0
Vision coverage - family	24.9	38.8	45.1	40.6	44.8
Prescription drug program	65.8	76.6	79.2	77.0	77.8
Annual physical	35.2	54.1	61.4	60.4	53.9
Wellness program	16.5	31.5	43.0	47.6	56.8
Other medical coverage	1.8	1.7	2.6	1.2	2.5
Count	1192	939	946	647	1205

Table 11.1.10

Type of RETIREMENT PLAN by SIZE OF INDUSTRIAL EMPLOYER of
CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Retirement Plan	Number of Employees				
	LT 500	500-2,499	2,500-9,999	10,000-24,999	25,000+
Defined benefit plan	29.6	59.5	71.3	79.7	80.3
Savings plans	82.4	91.9	93.2	92.6	88.9
Employee stock ownership	20.6	34.0	38.8	51.4	53.4
Matching savings	15.2	34.7	43.6	53.9	51.9
Profit sharing	23.6	22.7	28.8	30.4	28.9
Stock options	25.2	20.8	28.2	23.2	32.8
Flexible spending accounts	18.2	31.9	39.1	44.6	49.1
Other retirement plan	1.7	1.1	1.1	.2	1.1
Count	1056	904	886	621	1152

Table 11.1.11

Type of PROFESSIONAL DEVELOPMENT PROGRAM by SIZE OF INDUSTRIAL EMPLOYER of CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Professional Development	Number of Employees				
	LT 500	500-2,499	2,500-9,999	10,000-24,999	25,000+
Inhouse training	49.6	76.3	89.1	92.0	93.8
Outside seminars	78.6	88.3	91.0	94.0	91.0
Cultural diversity training	3.4	15.3	22.9	31.2	42.8
Tuition reimbursement	60.3	87.8	86.4	85.1	85.9
Educational leave	4.8	8.1	16.0	18.8	29.5
Other professional development	1.2	1.2	1.0	.8	2.4
Travel to meetings	79.3	83.4	87.9	89.8	90.4
Association dues paid	69.2	73.7	73.3	71.1	54.9
Sabbatical leave	1.2	3.6	5.4	7.0	8.2
Count	1046	890	877	616	1148

Table 11.1.12

Type of OTHER BENEFIT PROGRAM by SIZE OF INDUSTRIAL EMPLOYER of CHEMISTS employed FULL-TIME in INDUSTRY
1994 ACS Salary Survey

Type of Other Program	Number of Employees				
	LT 500	500-2,499	2,500-9,999	10,000-24,999	25,000+
Personal safety equipment	90.4	85.8	87.2	88.8	87.6
Onsite child care	.8	5.0	7.0	5.2	5.5
Offsite child care	2.2	5.7	10.2	11.4	15.1
Flex benefits	11.9	27.0	33.5	31.6	43.7
Benefit trading with others	.5	1.6	1.8	0.0	.9
Employee assistance prog.	28.9	51.8	58.7	53.5	66.1
Other program	1.7	1.3	2.0	.7	1.5
Count	774	774	786	553	1069

Table 11.2.1

Type and Amount of LEAVE of
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES
1994 ACS Salary Survey

Type of Leave	% Having	Count	Median days
Holidays	87.9	1298	10
Annual leave	65.5	968	21
Sick leave	81.4	1203	12
Care of sick family	35.0	5175	7
Funeral leave	43.9	649	3
Jury duty leave	54.4	804	5
Paid parental leave	12.0	177	30
Other paid personal leave	10.4	153	3

Table 11.2.2

Type of INSURANCE and Fraction Paid by Employer of
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES
1994 ACS Salary Survey

			Percent paid by employer				
Type of Insurance	% Having	Count	100%	50-99%	1-49%	None	Not appl.
Life insurance for employee	95.5	1450	53.8	19.6	11.5	14.2	1.0
Life insurance for family	42.0	637	8.3	19.4	11.3	57.3	3.6
Accidental death insurance	67.8	1029	44.4	17.8	8.1	27.9	1.8
Long term care insurance	36.5	554	22.9	28.6	10.0	36.0	2.6
Other insurance	13.8	210	63.0	14.3	8.4	9.7	4.5
Long term disability	58.8	892	Median % of salary paid:				60%
Short term disability	30.5	463	Median % of salary paid:				80%

Table 11.2.3

Type of MEDICAL PLAN and Fraction Paid by Employer of
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES
1994 ACS Salary Survey

Type of Medical Plan	% Having	Count	Percent paid by employer 100%	50-99%	1-49%	None	Not appl.
Medical coverage for employee	93.5	1530	42.9	47.2	8.0	1.0	.9
Medical coverage for family	90.9	1487	17.3	51.0	14.4	15.4	2.0
Dental coverage for employee	76.3	1248	32.7	39.3	12.0	14.6	1.4
Dental coverage for family	71.7	1173	16.7	42.2	14.7	24.0	2.5
Vision coverage for employee	38.6	632	33.9	36.0	17.1	10.6	2.4
Vision coverage for family	34.7	567	25.1	37.6	17.2	16.8	3.3
Prescription drug program	62.2	1018	23.7	58.0	11.4	4.1	2.7
Annual physical	28.4	465	42.1	43.6	8.5	4.3	1.5
Wellness program	25.1	411	37.4	28.6	7.6	19.1	7.3
Other medical coverage	1.2	20	35.7	21.4	0.0	28.6	14.3

Table 11.2.4

Type of RETIREMENT PLAN and Fraction Paid by Employer of
CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES
1994 ACS Salary Survey

Type of Retirement Plan	% Having	Count	Median % of salary contributed by employer
Defined benefit plan	72.5	1082	
Savings plans	46.8	699	8%
Matching savings	9.8	147	8%
Flexible spending account	13.4	200	
Other retirement plan	4.0	60	

Table 11.2.5

Type of PROFESSIONAL DEVELOPMENT PROGRAM and Fraction Paid by Employer of CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES
1994 ACS Salary Survey

Type of Professional Development	% Having	Count	Percent paid by employer 100%	50-99%	1-49%	None	Not appl.
Inhouse training	39.3	551	85.6	5.7	2.0	4.5	2.2
Outside seminars	41.5	582	50.6	25.2	11.3	10.7	2.2
Cultural diversity training	21.3	299	82.0	8.8	4.2	2.3	2.7
Tuition reimbursement	45.6	639	58.7	30.0	10.2	.2	.9
Educational leave	23.8	333	29.8	33.7	10.1	22.1	4.3
Other professional development	2.5	35	29.0	35.5	19.4	12.9	3.2
Travel to meetings	72.0	1009	Median number of meetings: 1				
Association dues	16.7	234	Median number of societies: 2				
Sabbatical leave	60.8	852					

Table 11.2.6

Type of OTHER BENEFITS PROGRAM and Fraction Paid by Employer of CHEMISTS employed FULL-TIME in COLLEGES or UNIVERSITIES
1994 ACS Salary Survey

Type of Other Program	% Having	Count	Percent paid by employer 100%	50-99%	1-49%	None	Not appl.
Personal safety equipment	55.6	393	82.1	6.5	5.3	5.3	.9
Onsite child care	31.7	224	4.2	5.5	16.4	69.1	4.8
Offsite child care	8.5	60	10.0	8.0	18.0	58.0	6.0
Flex benefits	22.5	159					
Benefit trading with others	7.4	52					
Employee assistance program	27.9	197					
Other program	.8	6	60.0	0.0	20.0	20.0	0.0

Table 11.3.1

Type and Amount of LEAVE of
CHEMISTS employed FULL-TIME in GOVERNMENT
1994 ACS Salary Survey

Type of Leave	% Having	Count	Median days
Holidays	98.8	600	10
Annual leave	98.8	600	20
Sick leave	96.2	584	13
Care of sick family	31.1	189	11
Funeral leave	35.1	213	3
Jury duty leave	71.0	431	7
Paid parental leave	7.6	46	12
Other paid personal leave	13.3	81	8

Table 11.3.2

Type of INSURANCE and Fraction Paid by Employer of
CHEMISTS employed FULL-TIME in GOVERNMENT
1994 ACS Salary Survey

Type of Insurance	% Having	Count	Percent paid by employer: 100%	50-99%	1-49%	None	Not appl.
Life insurance for employee	97.2	555	55.8	29.6	8.7	4.8	1.1
Life insurance for family	52.2	298	13.4	16.9	15.4	38.9	1.3
Accidental death insurance	49.6	283	48.1	28.3	7.7	14.7	1.2
Long term care insurance	20.3	116	26.7	39.0	15.7	21.1	0.9
Other insurance	13.1	75	74.9	16.9	3.4	4.9	1.9
Long term disability	31.5	180	Median % of salary paid: 60%				
Short term disability	20.1	115	Median % of salary paid: 67%				

Table 11.3.3

Type of MEDICAL PLAN and Fraction Paid by Employer of
CHEMISTS employed FULL-TIME in GOVERNMENT
1994 ACS Salary Survey

Type of Medical Plan	% Having	Count	Percent paid by employer 100%	50-99%	1-49%	None	Not appl.
Medical coverage for employee	93.1	556	24.4	67.1	6.6	1.0	.9
Medical coverage for family	92.0	549	13.1	71.5	9.1	4.2	2.2
Dental coverage for employee	71.5	427	22.7	64.0	9.3	3.1	.9
Dental coverage for family	67.7	404	14.2	67.7	11.1	4.8	2.2
Vision coverage for employee	41.0	245	21.0	52.5	16.1	8.2	2.3
Vision coverage for family	36.2	216	11.6	56.7	17.6	11.2	2.9
Prescription drug program	68.5	409	16.6	68.9	9.8	2.2	2.5
Annual physical	39.4	235	66.7	26.7	3.5	1.3	1.7
Wellness program	30.3	181	37.3	35.9	13.1	8.0	5.7
Other medical coverage	1.0	6	33.7	38.6	9.6	8.4	9.6

Table 11.3.4

Type of RETIREMENT PLAN and Fraction Paid by Employer of
CHEMISTS employed FULL-TIME in GOVERNMENT
1994 ACS Salary Survey

Type of Retirement Plan	% Having	Count	Median % of salary contributed by employer
Defined benefit plan	81.9	462	
Savings plans	59.6	336	5%
Matching savings	20.7	117	5%
Flexible spending account	8.9	50	
Other retirement plan	4.1	23	

Table 11.3.5

Type of PROFESSIONAL DEVELOPMENT PROGRAM and Fraction Paid by Employer of CHEMISTS employed FULL-TIME in GOVERNMENT
1994 ACS Salary Survey

Type of Professional Development	% Having	Count	Percent paid by employer 100%	50-99%	1-49%	None	Not appl.
Inhouse training	85.1	3650	98.6	.7	.1	.1	.4
Outside seminars	86.1	4060	96.5	2.5	.4	.4	.2
Cultural diversity training	35.7	1063	95.1	3.0	.3	.1	1.5
Tuition reimbursement	50.3	3705	66.9	29.3	2.6	.2	.9
Educational leave	22.7	720	36.4	15.0	4.2	37.1	7.4
Other professional development	1.1	66	87.9	8.6	1.7	1.7	0.0
Travel to meetings	85.0	3958	Median number of meetings: 2				
Association dues	14.7	3112	Median number of societies:1				
Sabbatical leave	9.8	232					

Table 11.3.6

Type of OTHER BENEFITS PROGRAM and Fraction Paid by Employer of CHEMISTS employed FULL-TIME in GOVERNMENT
1994 ACS Salary Survey

Type of Other Program	% Having	Count	Percent paid by employer 100%	50-99%	1-49%	None	Not appl.
Personal safety equipment	81.4	373	89.7	7.1	1.2	1.8	.3
Onsite child care	19.4	89	2.7	5.5	20.5	64.4	6.8
Offsite child care	8.1	37	3.6	10.7	21.4	60.7	3.6
Flex benefits	8.3	38					
Benefit trading with others	17.5	80					
Employee assistance program	54.1	248					
Other program	1.5	7					

American Chemical Society

1155 SIXTEENTH STREET, N.W.
WASHINGTON, D.C. 20036
Phone (202) 872-4509

JOHN K CRUM
Executive Director

February 22, 1994

Dear Colleague:

Each year the American Chemical Society studies the economic status of the U.S. chemical profession by surveying a sample of ACS members. You are one of 20,000 members I am asking to participate in this survey, conducted under the aegis of the Council Committee on Economic and Professional Affairs.

Your participation is an important service to your colleagues, because a high response rate is needed to assure accurate results. Please take a few minutes now to complete the questionnaire and return it in the enclosed business reply envelope. The procedure is strictly confidential. Your name and address will not be coded with the information you provide. It is included only so that we can cross your name off our follow-up list once we have received your completed questionnaire. The information you provide will be combined with returns from other members so that only aggregated data will be available.

Findings will be reported to ACS members in several ways. Early in the summer, *Chemical & Engineering News* will publish a cover story on the salaries and employment status of chemists. At about the same time, the ACS will publish a detailed report entitled *"Salaries 1994."*

Please feel free to use the back of the questionnaire for whatever comments or suggestions you might care to make.

Thank you for your assistance.

Sincerely,

John K Crum

John K Crum

Enclosure

AMERICAN CHEMICAL SOCIETY

1994 Comprehensive Salary and Employment Status Survey

PART I. EDUCATION AND EMPLOYMENT STATUS

1. What is the highest degree you have received to date:

Less than Bachelor's ☐ 1
Bachelor's ☐ 2
Master's ☐ 3
Doctorate ☐ 4
Other (specify) ☐ 5 1

2. Please indicate the year in which you earned any of the following degrees:

Bachelor's	19 __ __	2-3
Master's	19 __ __	4-5
Doctorate	19 __ __	6-7

3. Please check the appropriate box in each column.

	Field of highest degree	The ONE specialty most related to your current or most recent job	
Chemical engineering	☐ 01	☐ 01	
Biochemistry	☐ 02	☐ 02	
Biotechnology	☐ 03	☐ 03	
General chemistry	☐ 04	☐ 04	
Agricultural/food chemistry	☐ 05	☐ 05	
Analytical chemistry	☐ 06	☐ 06	
Clinical chemistry	☐ 07	☐ 07	
Environmental chemistry	☐ 08	☐ 08	
Inorganic chemistry	☐ 09	☐ 09	
Materials science	☐ 10	☐ 10	
Medicinal/pharmaceutical chemistry	☐ 11	☐ 11	
Organic chemistry	☐ 12	☐ 12	
Physical chemistry	☐ 13	☐ 13	
Polymer chemistry	☐ 14	☐ 14	
Other chemical science	☐ 15	☐ 15	
Business administration	☐ 16	☐ 16	
Computer science	☐ 17	☐ 17	
Law	☐ 18	☐ 18	
Other Non-chemistry	☐ 19	☐ 19	8-11

4. Please enter your primary employment status as of March 1, 1994. Choose the one category that best fits your situation.

Employed full-time (35 hours or more per week) ☐ 1
Employed part-time ☐ 2
Postdoctoral or other fellowship ☐ 3
Not employed but actively seeking employment ☐ 4
Not employed and NOT seeking employment ☐ 5 12

5. If you are currently employed, is your job permanent or temporary?

Permanent ☐ 1
Temporary ☐ 2
Agency temp ☐ 3
Fixed term contract ☐ 4 13

6. If you were NOT EMPLOYED BUT ACTIVELY SEEKING EMPLOYMENT on March 1, 1994, how long had you been unemployed?

Less than 1 month ☐ 1
1 to 3 months ☐ 2
4 to 6 months ☐ 3
7 to 12 months ☐ 4
More than 1 year ☐ 5 14

7. Regardless of your current status, was there any period when you were NOT EMPLOYED AND ACTIVELY SEEKING EMPLOYMENT in calendar year 1993?

Yes ☐ 1 No ☐ 2 15

***IF YES,* how many total weeks were you NOT EMPLOYED AND ACTIVELY SEEKING EMPLOYMENT during calendar year 1993?**

_____ weeks (Enter a number from 1 to 52) 16-17

8. If you are CURRENTLY EMPLOYED, how long have you worked for your current employer?

__ __ years __ __ months 18-21

9. Do you do any consulting?

Yes ☐ 1 No ☐ 2 22

***IF YES,* how often?**

_____ hours per month 23-25

10. What are the first three digits of the ZIP CODE of your current or most recent place of employment?

__ __ __ 26-28

PART II. QUESTIONS ABOUT YOURSELF

1. Your sex:

Male ☐ 1 Female ☐ 2 29

2. Your age at last birthday before March 1, 1994:

___ ___ years old 30-31

3. Citizenship or visa status:

U.S. native ☐ 1
U.S. naturalized ☐ 2
U.S. permanent resident visa ☐ 3
Other visa ☐ 4 32

4. What is your racial background?

American Indian or Alaskan native ☐ 1
Asian ☐ 2
Black/African American ☐ 3
White ☐ 4
Other ☐ 5 33

5. Are you of Spanish/Hispanic origin or descent?

Yes ☐ 1 No ☐ 2 34

IF YOU ARE EMPLOYED, EITHER FULL-TIME OR PART-TIME, PLEASE ANSWER PART III, CURRENT INCOME.

IF YOU ARE NOT CURRENTLY EMPLOYED, PLEASE SKIP TO PART IV, CURRENT OR MOST RECENT JOB.

PART III. CURRENT INCOME

1. *BASE ANNUAL SALARY* from PRINCIPAL JOB as of March 1, 1994. *(DO NOT INCLUDE bonuses, earnings from second job, overtime work, summer teaching, or other supplemental earnings.) If on a 9 or 10 month contract, report the 9 or 10 month salary rather than an annualized salary.*

$_____per year 35-41

2. *TOTAL PROFESSIONAL INCOME* during calendar year 1993. *(INCLUDE consulting fees, base annual salary, bonuses, earnings from second job, overtime, summer teaching, and other supplemental earnings.)*

$_____per year 42-48

3. What was your *SALARY LAST YEAR*? Please indicate your base annual salary from principal job as of March 1, 1993. *(DO NOT INCLUDE bonuses, earnings from second job, overtime work, summer teaching, or other supplemental earnings.) If on a 9 or 10 month contract, report the 9 or 10 month salary rather than an annualized salary.*

$_____per year 49-55

4. If you do any *CONSULTING*, what is your *HOURLY RATE*?

$_____per hour 56-58

PART IV. CURRENT OR MOST RECENT *PRIMARY* JOB

IF YOUR CURRENT OR MOST RECENT EMPLOYER IS NOT AN ACADEMIC INSTITUTION, GO TO SECTION B ON THE NEXT PAGE.

A. CURRENT OR MOST RECENT EMPLOYMENT IS IN AN *ACADEMIC* INSTITUTION.

1. Current (or most recent) principal employer:

College or university where the highest degree offered in chemistry or chemical engineering is:
- Associate's ☐ 1
- Bachelor's ☐ 2
- Master's ☐ 3
- Doctorate ☐ 4

Medical or professional school ☐ 5
High school ☐ 6 59

2. Your employer is a:

Public institution ☐ 1
Private institution ☐ 2 60

3. Your academic rank:

Full professor ☐ 1
Associate professor ☐ 2
Assistant professor ☐ 3
Visiting or adjunct professor, instructor, lecturer ☐ 4
Non-teaching research appointment ☐ 5
Other non faculty ☐ 6
My institution does not have ranks ☐ 7 61

4. Have you been granted tenure?

Yes ☐ 1
Not tenured, in tenure track ☐ 2
Not tenured, not in tenure track ☐ 3
Not applicable ☐ 4 62

5. Your basic contract is for a period of:

9 or 10 months ☐ 1
11 or 12 months ☐ 2 63

6. About what fraction of your total working time in the academic year is devoted to:

Teaching _____% 64-66
Research _____% 67-69
Administration _____% 70-72
Other _____% 73-75
TOTAL 100.0

PLEASE SKIP TO PART V. FRINGE BENEFITS

B. CURRENT OR MOST RECENT EMPLOYMENT IS *NOT* IN AN ACADEMIC INSTITUTION.

1. Current (or most recent) principal employer:

Self-employed ☐ 01

Non-manufacturing:
- Analytical service laboratory ☐ 02
- Contract research firms ☐ 03
- Utility company ☐ 04
- Other non-manufacturing ☐ 05

Manufacturing company primarily involved in:
- Aerospace ☐ 06
- Basic chemicals ☐ 07
- Specialty chemicals ☐ 08
- Agricultural chemicals ☐ 09
- Biochemical products ☐ 10
- Coatings, paints, inks ☐ 11
- Electronics ☐ 12
- Food ☐ 13
- Instruments ☐ 14
- Medical devices/diagnostic products ☐ 15
- Metals, minerals ☐ 16
- Paper ☐ 17
- Petroleum/natural gas ☐ 18
- Pharmaceuticals/personal care ☐ 19
- Plastics ☐ 20
- Rubber ☐ 21
- Soaps, detergents, surfactants ☐ 22
- Other manufactures ☐ 23

Government:
- Federal (civilian) ☐ 24
- State or local ☐ 25
- Military ☐ 26

Other nonacademic employer:
- Hospital, independent laboratory ☐ 27
- Non-profit organization, other research institution ☐ 28

Other employment ☐ 29 76-77

2. Employer's approximate number of employees (total for the whole organization):

Less than 500 ☐ 1
500 to 2,499 ☐ 2
2,500 to 9,999 ☐ 3
10,000 to 24,999 ☐ 4
25,000 or more ☐ 5 78

3. Check the ONE work function that best describes your job:

Research and Development:
- Management or administration of R&D ☐ 01
- Basic research ☐ 02
- Applied research, development, design ☐ 03

General management, administration (other than research and development ☐ 04
Marketing, sales, purchasing, technical service, economic evaluation ☐ 05
Production, quality control ☐ 06
Health and safety/regulatory affairs ☐ 07
Forensic analysis ☐ 08
Other laboratory analysis ☐ 09
Teaching ☐ 10
Chemistry information services ☐ 11
Computer programming, analysis, design ☐ 12
Patents, licensing, trademarks ☐ 13
Consulting ☐ 14
Other (specify) _____ ☐ 15 79-80

4. Is your job classified as a:

Chemical or engineering technician ☐ 1
Postdoctoral position ☐ 2
Scientist or engineer ☐ 3
Manager or administrator ☐ 4
Other (specify) _____ ☐ 5 81

5. Were you eligible for a bonus during calendar 1993?

Yes ☐ 1 No ☐ 2 Not applicable ☐ 3 82

6. Did you receive a bonus during calendar 1993?

Yes ☐ 1 No ☐ 2 Not applicable ☐ 3 83

IF YES, please indicate amount $ _____ 84-89

7. How many people do you supervise, directly or indirectly? Please enter the actual number if it is between 0 and 99; 99 if the number is 100 or more.

Professionals ☐☐ 90-91

Technicians ☐☐ 92-93

Others, including production workers ☐☐ 94-95

PART V. FRINGE BENEFITS

1. Leave. *Please check (in the box provided) which of the following types of paid leave are available to you and, if available, the number of days of such leave you receive per year.*

Type of Paid Leave	Available		Days Per Year	
Holidays	☐	96	_____	97-98
Annual leave/vacation	☐	99	_____	100-101
Sick leave	☐	102	_____	103-104
Leave for care of sick family	☐	105	_____	106-107
Funeral/bereavement leave	☐	108	_____	109-110
Jury duty leave	☐	111	_____	112-113
Paid parental leave	☐	114	_____	115-116
Other paid personal leave_____	☐	117	_____	118-119

2. Insurance. *Please check (in the box provided) which of the following types of insurance are available to you and, if available, what approximate fraction of the premium is paid by your employer.*

Type of Insurance	Available		% of Premium Paid by Your Employer					
			100%	50-99%	1-49%	None	Not Appl.	
Life insurance for employee	☐	120	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	121
Life insurance for family	☐	122	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	123
Accidental death/dismemberment	☐	124	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	125
Long term care insurance	☐	126	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	127
Other (travel, etc.)	☐	128	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	129
Long term disability	☐	130	_____% of salary	131-133		for _____ weeks		134-135
Short term disability	☐	136	_____% of salary	137-139		for _____ months		140-142

3. Medical/Dental Plans. *Please check (in the box provided) which of the following types of medical and dental benefits are available to you and, if available, what approximate fraction of the premium is paid by your employer.*

Plan or Benefit	Available		% of Premium Paid by Your Employer					
			100%	50-99%	1-49%	None	Not Appl.	
Medical coverage for employee	☐	143	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	144
Medical coverage for family	☐	145	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	146
Dental coverage for employee	☐	147	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	148
Dental coverage for family	☐	149	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	150
Vision coverage for employee	☐	151	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	152
Vision coverage for family	☐	153	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	154
Prescription drug program	☐	155	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	156
Annual physical	☐	157	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	158
Wellness/fitness program	☐	159	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	160
Other coverage (specify)_____	☐	161	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	162

4. Retirement and Savings Programs. *Please check (in the box provided) which of the following types of retirement and savings programs are available to you and, where requested, what approximate fraction of your base salary is contributed to this plan by your employer.*

Retirement or Savings Program	Available		Approximate % of Base Salary Contributed by Your Employer	
Defined benefit pension plan	☐	163		
Savings plans e.g., 401(k) or 403(b)	☐	164	_____%	165-167
Employee stock ownership	☐	168	_____%	169-171
Matching savings program	☐	172	_____%	173-175
Profit sharing plan	☐	176		
Stock options	☐	177		
Flexible spending accounts	☐	178		
Other_____	☐	179		

5. Professional Development. *Please check (in the box provided) which of the following types of professional development benefits are available to you and, if available, what approximate fraction of the cost is paid by your employer.*

Professional Development	Available		% Paid by Your Employer					
			100%	50-99%	1-49%	None	Not Appl.	
In-house training courses	☐	180	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	181
Outside seminars and training	☐	182	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	183
Cultural diversity training	☐	184	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	185
College tuition reimbursement	☐	186	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	187
Educational leave	☐	188	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	189
Other_____	☐	190	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	191
Travel to technical meetings	☐	192	_____ Number of meetings per year					193-194
Technical/professional assoc. dues	☐	195	_____ Number of societies					196-197
Sabbatical leave	☐	198						

6. Other Programs. *Please check (in the box provided) which of the following types of programs are available to you and, if available, what approximate fraction of the cost is paid by your employer.*

Other Program	Available		% Paid by Your Employer					
			100%	50-99%	1-49%	None	Not Appl.	
Personal safety equipment	☐	199	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	200
On-site child care	☐	201	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	202
Off-site child care	☐	203	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	204
Flex-benefits (trade for other benefits or cash value)	☐	205						
Benefit trading with other employees	☐	206						
Employee assistance program	☐	207						
Other (specify)_____	☐	208	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	209

Comments:

THANK YOU FOR YOUR PARTICIPATION.
PLEASE RETURN THIS QUESTIONNAIRE IN THE ENVELOPE PROVIDED OR MAIL TO:

American Chemical Society
Room 440 Othmer Bldg.
1155 16th Street, NW
Washington, DC 20036

ACS PUBLICATIONS FOR SALE

Salaries: The Society annually surveys the ACS membership, gathering detailed information on member chemists and chemical engineers. The reports based on this survey contain statistical tables describing the respondents' employment status, employer, work function and specialty, salaries, and demographic characteristics. Reports are available for each year from 1973 through the current year. For 1987, four separate reports are available: 1987 Salaries of Non-Academic Chemists, 1987 Salaries of Non-Academic Chemical Engineers, 1987 Salaries of Academic Chemists, and 1987 Employment Status and Demographic Characteristics of ACS Members.

Starting Salaries: ACS also surveys new graduates in chemistry and chemical engineering each year, and publishes reports detailing the graduates' employment status, post-graduation plans, starting salaries and other employment and demographic characteristics. Reports are available for each year from 1975.

Women Chemists: Every five years, the Society produces a supplemental report on the economic status of women in the ACS. Reports are available for 1975, 1980, 1985, and 1990.

For prices and ordering information, please call or write:

Distribution Office
American Chemical Society
1155 16th Street, NW
Washington, DC 20036

Toll Free No.: (800) 227-5558

OTHER CAREER SERVICES PUBLICATIONS

Workforce Reports which are published three times a year, provide analyses of workforce issues. Each issue is devoted to a single topic, for example BS chemists or women chemists. Reports are available from September 1990 through the present.

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Tips on Resume Preparation is a booklet that contains samples of resumes and a cover letter.

Coping with Job Loss describes the trauma of termination and provides information on coping with the emotional, practical, and professional aftermath. Examines the grieving process, reviews sources of help and support, and makes recommendations on organizing a job search.

Professional Employment Guidelines (PEG) addresses, for both employer and employee, good employment practices as the basis of sound professional relations. Topics include: terms of employment; employer environment; professional development; termination conditions; definition of multiple terminations; investigation of unprofessional conduct; patent rights for inventors; continuing education; and pension privileges.

Academic Professional Guidelines are extensions of the broader ACS Professional Employment Guidelines (PEG). Outlining reasonable and ethical professional conduct for faculty, students, associates, and administrators, the Guidelines are intended to enhance the relationships between these constituencies; and, to provide assistance on special issues that are of concern to chemical scientists in the academic environment.

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For information, please call or write:

Department of Career Services
American Chemical Society
1155 16th Street, NW
Washington, DC 20036

Toll Free No.: (800) 227-5558

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